1925 1950

— THE —

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS and ATTENDANTS

AN INTERNATIONAL UNION
(Affiliated with the A. F. of L.)

PROGRAM

Seventh Biennial Convention

and

Silver Anniversary Jubilee

September 10th - 15th

MASS MEETING

Sunday, September 10 **3 P.M. D.S.T.**

GOLDEN GATE BALLROOM
142nd Street and Lenox Avenue
Ashley L. Totten, Intl. Secy.-Treas., B.S.C.P. Chairman

1. National Anthem Prof. Hulbert Finlay's Concert Band and Assembly
2. Invocation Rev. John H. Johnson, Rector, St. Martin's Episcopal Church
3. A Mighty Fortress Is Our God Prof. Hulbert Finlay's Concert Band and Assembly
4. Welcome by Chairman Ashley L. Totten, Intl. Secy.-Treas. B.S.C.P.
5. Brotherhood Marching Song Prof. Hulbert Finlay's Concert Band and Assembly
6. Church Religious Greetings—(a) Father John La Farge, S.J., Editor America
   (b) Rabbi Bernard J. Bamberger, President Jewish Synagogue Council
   (c) Bishop B. Bromley Oxnam, Past President Federal Council of Churches of Christ In America
7. Negro National Anthem Prof. Hulbert Finlay's Concert Band and Assembly
8. Fraternal Greetings Mrs. Halena Wilson, Intl. Pres. Ladies' Auxiliary to B.S.C.P.
9. Vocal Solo Miss Eleanor Lawrence, Soprano
10. Fraternal Greetings Assemblyman Harold Stevens, Counselor B.S.C.P.
11. Vocal Solo Miss Bernice Edwards, Soprano
12. Address Dr. Ralph Bunche, Director, Dept. of Trusteeship and Information from Non-Self Governing Territories
13. Overture Caliph of Bagdad, Prof. Hulbert Finlay and His Concert Band
14. Address William Green, President of A.F.L.
15. Go Down Moses Brotherhood Choral Group
16. Address A. Philip Randolph, Intl. President B.S.C.P.
17. Benediction Rev. Paul E. West, Lutheran Church of Transfiguration

Adjournment

8 P.M. D.S.T.

RECEPTION OF DELEGATES AND FRIENDS

SKYLINE BALLROOM — THERESA HOTEL
Between 124th and 125th Streets and Seventh Avenue

PROGRAM

Contribution of Ladies' Auxiliary, Philadelphia Division to B.S.C.P.

1. Vocal Solo Miss Lillie Kendrick
2. Instrumental Solo Miss Juanita Williams
3. A P.R. and What It Means Mrs. Lillian Collins, Pres. Phila. Div. L. A.
4. Instrumental Solo Miss Priscilla Starks
5. Dramatic Reading Walter D. Smith
6. Remarks C. L. Dellums, 4th Intl. Vice-Pres. and Pacific Coast Zone Supervisor
7. Moving Pictures—"History of the 25 Year Struggle of the Brotherhood"
   Theodore E. Brown, Research Director, Master Of Ceremonies

CONVENTION SESSIONS

Monday, September 11 **Start 8:30 A.M.**

Thomas Patterson, Vice-Pres. N. Y. Division
Chairman

For Brotherhood—SKYLINE BALLROOM, THERESA HOTEL
For Ladies' Auxiliary—Y.W.C.A. AUDITORIUM, 138th Street, near 7th Avenue

Monday Afternoon Sessions

2:45 P.M.—Address—"Workers Education" John D. Connor, Director of the Bureau of Workers Education. A.F.L.

33:0 P.M.—Greetings from President Truman by the Honorable Maurice J. Tobin, Secretary of Labor. His Address follows

4:00 P.M.—Address — Joseph D. Keenan, Director, Labor's League for Political Education

4:30 P.M.—Address—Norman Thomas

SOIREE AND CABARET PARTY

Park Palace Casino **6:30 P.M.**

110th Street and Fifth Avenue

Cocktail Sip

DINNER PROGRAM

1.	Invocation	Dr. Charles Wesley Burton
2.	Star Spangled Banner	Miss Frances Statton
3.	Vocal Solo	Miss Margaret Jackson
4.	Piano Solo	Mrs. Margaret Barnes
5.	Concert Music	Prof. Hulbert Finlay's Orchestra Featuring George Frost, Soloist
6.	The Cutting of the Brotherhood's Anniversary Cake	
7.	Floor Show	Edna Mae Harris and Her Red Hot Performers Special Artist, Miss Dolores Minor

B. F. McLaurin, Intl. Field Organizer, Master Of Ceremonies
Dancing Until 1 A.M.

Tuesday Sessions, September 12

10:30 A.M.—Workers' Education in the Brotherhood—Theodore E. Brown, Research Director B.S.C.P.

11:00 A.M.—Railroad Retirement, Unemployment Insurance Legislation and R. R. Worker—William J. Kennedy, Chairman, R. R. Board

2:45 P.M.—Address—Max Delson, Counselor to B.S.C.P.

4:00 P.M.—Address—Walter White, Exec. Secy., N.A.A.C.P.

4:15 P.M.—Address—Lester Granger, Director, National Urban League

4:30 P.M.—Address—Frank Crosswaith, Chairman, Negro Labor Committee and Intl. Organizer, I.L.G.W.U.

RECEPTION — LADIES' AUXILIARY

Y.W.C.A., 138th Street and 7th Avenue **7. P.M.**

PROGRAM

1.	Brotherhood Marching Song	Assembly
2.	The Lord's Prayer	Miss Christine Thompson
3.	Piano Solo—Rhapsody in G Minor	Miss Ruth Merringall
4.	Vocal Solo—Serenade from the Student Prince	Miss Odessa Lilley
5.	Dramatic Reading	Mr. William Tibbs
6.	Piano Selections—Prelude in A Major } Chopin Prelude in C Minor }	Mrs. Susan Hicks
7.	Trio—"Trees"—Joyce Kilmer (Arranged by R. Thompson)	Christine, Louise and Martharine Thompson
8.	Violin Solo—Czardas-Monti	Miss Sylvia Anderson Hejre Kati - Hubey - accompanied by Miss Daisy Medford
9.	Vocal Selection—Lonesome Road—Spiritual	Paul Harris
10.	Let Mount Zion Rejoice—Herbert	Brotherhood Choral Group

Wednesday Afternoon Sessions, September 13

ADDRESS—M. P. Webster, 1st Intl. Vice-President, Chairman
Executive Board and Former F.E.P.C. Commissioner
Subject: The Brotherhood—F.E.P.C. and the Negro Worker
Cocktail Sip—4 to 7 P.M. at Brotherhood Headquarters
Delegates and Friends — Moving Pictures

Wednesday, 8 P.M. at Brotherhood Headquarters

LADIES' AUXILIARY WORKSHOP AND ART EXHIBIT

PRIZES AWARDED

Thursday, September 14—Sessions Continued

Reception 4 to 6 P.M. — Hannah Stone Planned Parenthood
Mrs. Hernandez, Executive Director Center, 271 West 125th Street
Convention Ball — ROCKLAND PALACE — 10 P.M. Until ?
155th Street and 8th Avenue
Two Bands :: Continuous Dancing
DANNY BOY LOGAN — FESS FINLAY

Friday, September 15 — (Close Sessions)

Reception 4 to 7 P.M.
INTERNATIONAL HOTEL
4-6 St. Nicholas Place
Tendered to Ladies' Auxiliary

ALL REFRESHMENTS SERVED WITH COMPLIMENTS OF

HIRAM WALKER DISTRIBUTORS, INC., Mr. J. T. Witback, Natl. Special Rep.
PHILIP MORRIS CIGARETTES, Mr. Herbert Wright, Representative
PABST BLUE RIBBON BEER & HOFFMAN BEVERAGES, Mr. Perry Collins, Rep
BUDWEISER BEER AND ALE CO., Mr. Bradford Griffith, Representative
SCHENLEY DISTRIBUTORS, Mr. C. Bailey, Field Representative
SCHLITZ BREWING CO., Major L. Wright, Field Representative
SEAGRAM DISTILLERIES, Mr. Robert Lindey, Field Representative
PEPSI COLA DISTRIBUTORS, Mr. Edward F. Boyd, Asst. Mgr.

FINALE

Reception By Negro Labor Committee
SKYLINE BALLROOM — THERESA HOTEL
FRIDAY, SEPTEMBER 15 AT 8 P.M.

FRANK CROSSWAITH, Chairman
NOAH WALTERS, Vice-Chairman

INTERNATIONAL
BROTHERHOOD OF SLEEPING CAR PORTERS

Suite 301 — 217 West 125th Street
Phone: MOnument 2-5080

B. F. McLAURIN
Intl. Field Organizer
General Chairman

1925

1950

BROTHERHOOD OF SLEEPING CAR PORTERS

Billy Mills
BROT
OF
SLEEPING CAR PORTERS
FORWARD TO VICTORY
LABOR
VINCIT
FIGHT OR BE SLAVES
NEV
DIE

Silver Jubilee Anniversary and

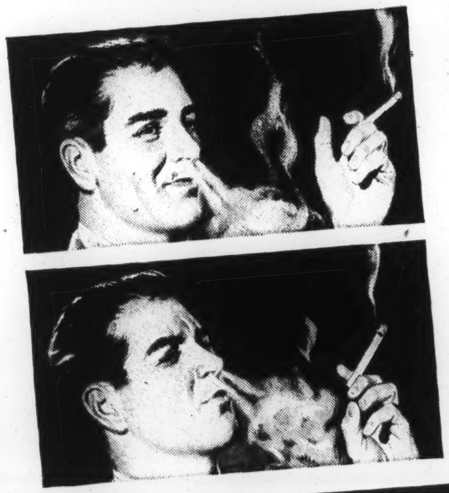
7th BIENNIAL CONVENTION

SEPTEMBER ~ 10th ~ 15th 1950

WE DARE THEM ALL!

PHILIP MORRIS challenges any other leading brand to suggest this test

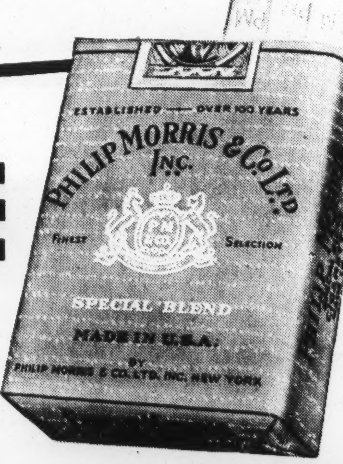
HUNDREDS OF THOUSANDS OF SMOKERS, who tried this test, report in signed statements that PHILIP MORRIS IS DEFINITELY LESS IRRITATING, DEFINITELY MILDER!



1 Light up a PHILIP MORRIS. Just take a puff—DON'T INHALE—and s-l-o-w-l-y let the smoke come through your nose. Easy, isn't it?

2 Light up your present brand. Do exactly the same thing—DON'T INHALE. Notice that bite, that sting? Quite a difference from PHILIP MORRIS!

Other brands merely make claims—but PHILIP MORRIS invites you to *compare*, to *judge*, to *decide for yourself*. Try this simple test. We believe that you, too, will agree . . . PHILIP MORRIS is America's FINEST Cigarette!


ESTABLISHED — OVER 100 YEARS
PHILIP MORRIS & Co. LTD. INC.
FINEST SELECTION
SPECIAL BLEND
MADE IN U.S.A.
BY PHILIP MORRIS & CO. LTD. INC. NEW YORK

NO CIGARETTE HANGOVER

means MORE SMOKING PLEASURE!

CALL FOR PHILIP MORRIS

FOREWORD

WE HAIL the men of labor!

We hail the men of labor!

We greet the toilers on rails!

We salute the stalwart sons of the Brotherhood of Sleeping Car Porters who fell in battle! Hallowed be their memory!

We hail our brave sisters of the Ladies Auxiliary who, when the storms came, stood steadfast and true!

Greetings to the Pullman Management and the thirty or more railway carriers with whom the Brotherhood holds contracts!

Salutations to the Negro church!

We hail those noble men and women known as the liberals of America, who bade us faint not when the days grew dark!

We hail the Negro press!

We hail the millions of children of color! May heaven help them to escape the fate of bruising their heads against the brutal bars of bias and hate.

Greetings to the men on and off the rails who turned their hands against us; who slandered and abused us!

We hold no hate in our hearts against any man.

Porters, the most humble and, withal, noble men of labor, salute America, our country!

We salute the Jews!

We salute the Catholics!

We salute the Protestants!

We salute Democracy, liberty and peace!

With hearts full of the grace and love of brotherhood and fellowship, moved by courage and challenge, and guided by the wisdom born of struggle, hardship and injustice, porters, discounted and dishonored, followed the star of history and have built more wisely than they knew, when they fashioned the Brotherhood.

Rich in the priceless things of the spirit, porters of the Brotherhood have ever held their heads unbowed, whether with backs to the wall at Armageddon, or about their daily tasks of service in the peaceful dawn of a gentle morning.

Verily, in the broad, big hearts of Brotherhood veteran porters, some fired, some retired, and some still in the vineyards of labor, burned the passion reflected in these majestic lines:

"Build thee more stately mansions, O my soul,
As the swift seasons roll!"

And porters with a deathless hope for, and unconquerable faith in, eventual triumph, set their hands to the problem.

Inspired by the dreams and visions of a better tomorrow, porters when the long night of trial and trouble tested their strength and will, everlastingly held the offensive.

True, some porters, under intimidation and coercion became afraid and retreated in disorder.

But, there was a "hard core" of Brotherhood men, whose slogan was, "a winner never quits and a quitter never wins," who hit and pounded the lines of the Pullman Company Union, without ceasing, until they cracked it wide open in dead center, and turned the hard and bitter struggle toward the light of day.

We salute Brotherhood porters in active duty, on the far-flung rails, speeding across the nation, giving of their best to provide comfort, convenience and safety with courtesy and care; a ladder to upper 6, a pillow to lower 8, service to roomette 3, a call to drawing room A, scotch and soda for passenger Jones; a warm bottle of milk for the baby of a lady passenger in room D; or watching over their passenger-guests while they are in the silence of sleep, or as they receive and unload their passengers, and couple and uncouple cars.

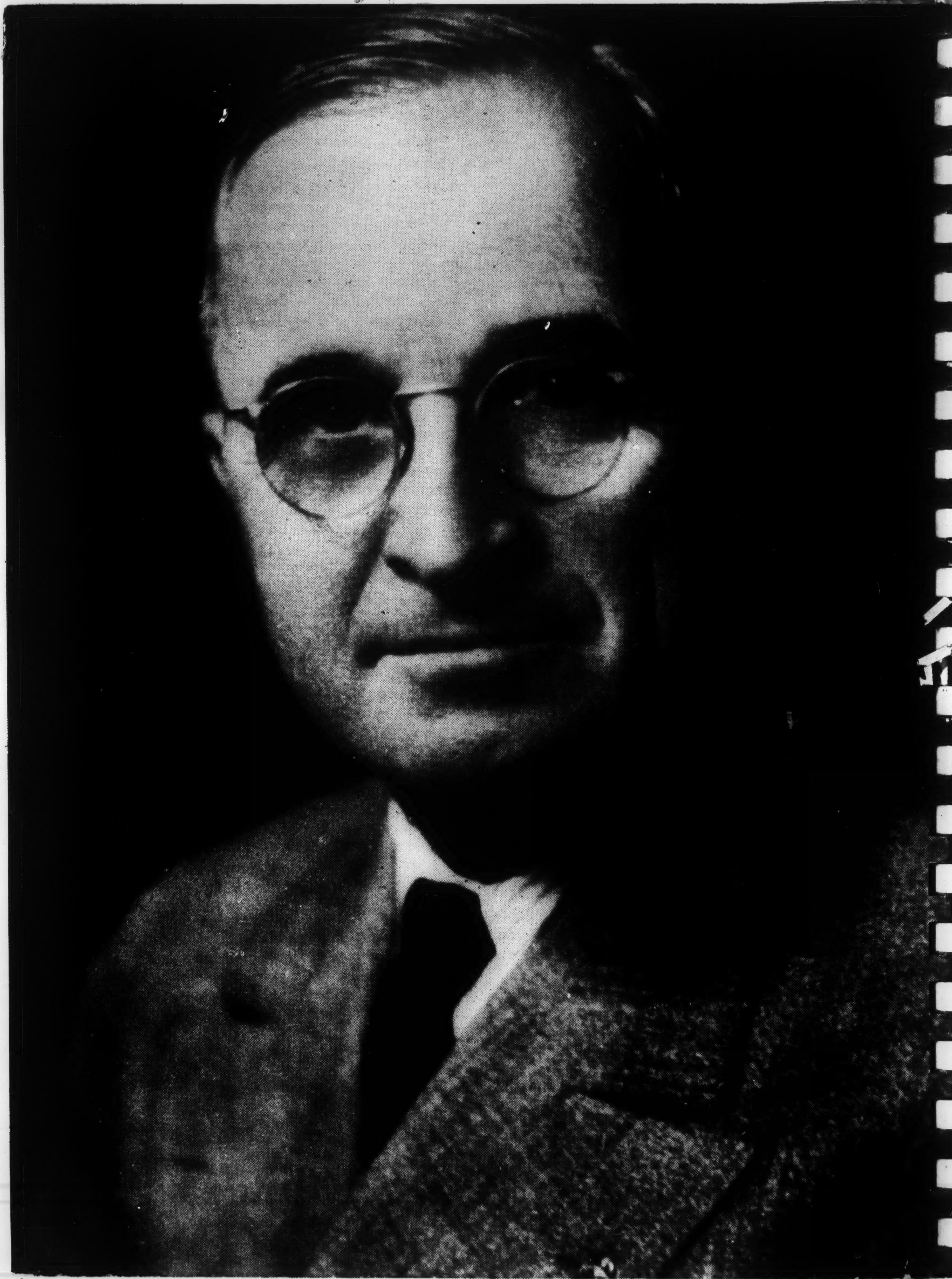
Proud without pomp, confident without conceit, resolute without resentment, Brotherhood leaders and the rank and file view and face the future with fortitude, faith and love.

Consecrated with blood and tears, sorrow and suffering, our great movement, in this tragic hour of mankind's struggle to hold a beachhead of liberty and peace against the dark forces of Russian totalitarian Communism, pledge its life and labor to our country, the United States of America and the Dominion of Canada, that our boys, Negro and white, Jew and Catholic, who are giving their all in Korea, shall not have fought and died in vain.

Forward! to a world of peace, freedom and plenty, without the curse of hate of race, color, religion, national origin or ancestry.

THE BROTHERHOOD OF
SLEEPING CAR PORTERS

FULL-PAGE PICTURES, in order of their appearance: President Harry S. Truman; Governor Thomas E. Dewey; Mayor William O'Dwyer; President William Green, A. F. of L.; President of Brotherhood of S. C. P., A. Philip Randolph; Ashley L. Totten, Secretary-Treasurer; Milton P. Webster, Chairman International Executive Board and First Vice-President; Bennie Smith, Second International Vice-President; E. J. Bradley, Third International Vice-President; C. L. Dellums, Fourth International Vice-President; Mrs. Halena Wilson, International President Ladies Auxiliary; Mrs. Rosina C. Tucker, International Secretary-Treasurer.



THE WHITE HOUSE
WASHINGTON

May 1, 1950

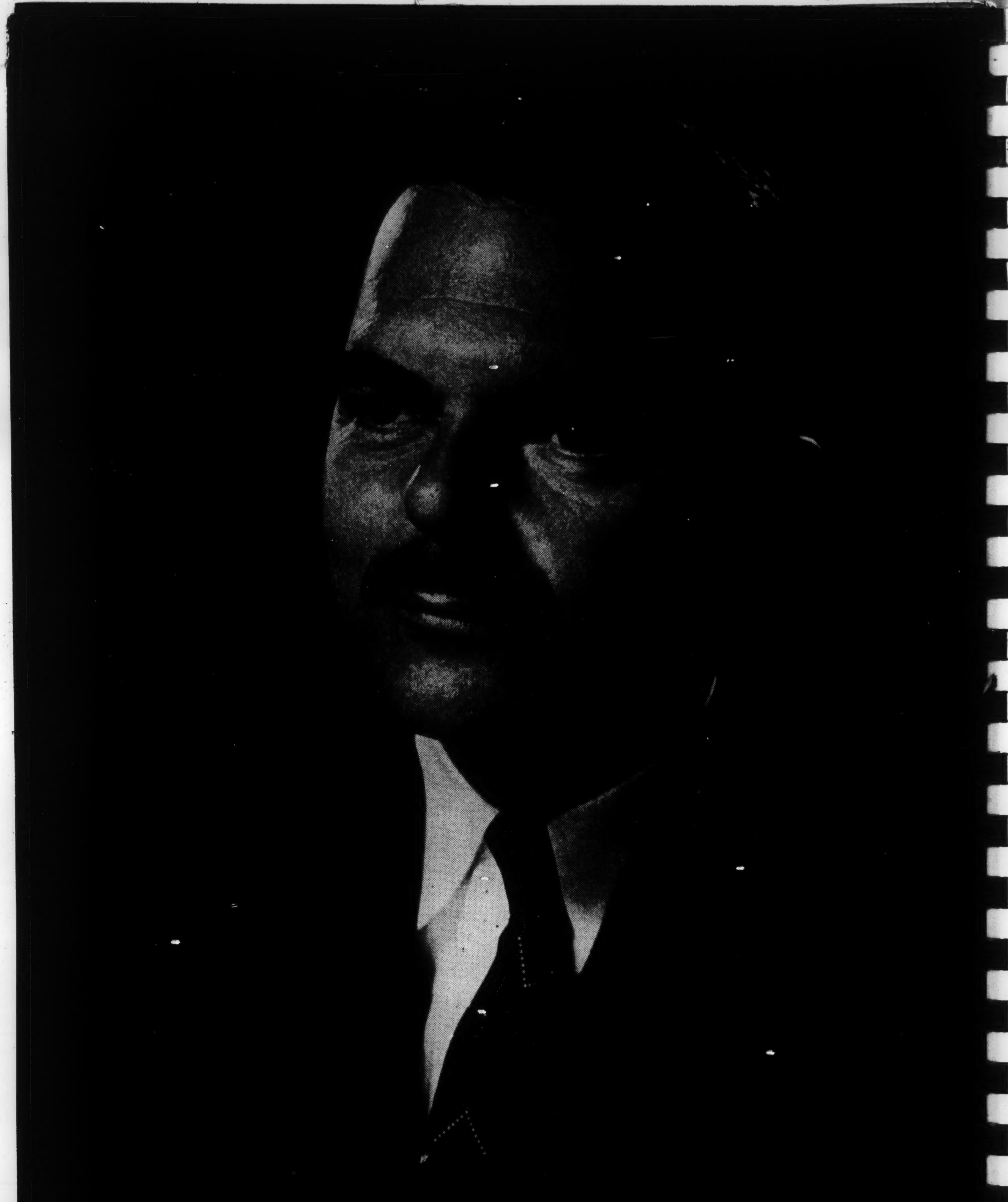
Dear Mr. Randolph:

Please extend my cordial greetings to the officers, delegates, and members attending the Silver Anniversary Convention of the International Brotherhood of Sleeping Car Porters. I wish them success in all their worthwhile deliberations and in their constructive activities during the year.

Very sincerely yours,

Harry Truman

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York



STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY

Mr. A. Philip Randolph
International President
International Brotherhood of
   Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

It is a great pleasure to send warm greetings to the members of the International Brotherhood of Sleeping Car Porters. I am sure I speak for all the people of our State in offering hearty congratulations upon the celebration of the Brotherhood's Silver Anniversary from September 10 through 16, 1950.

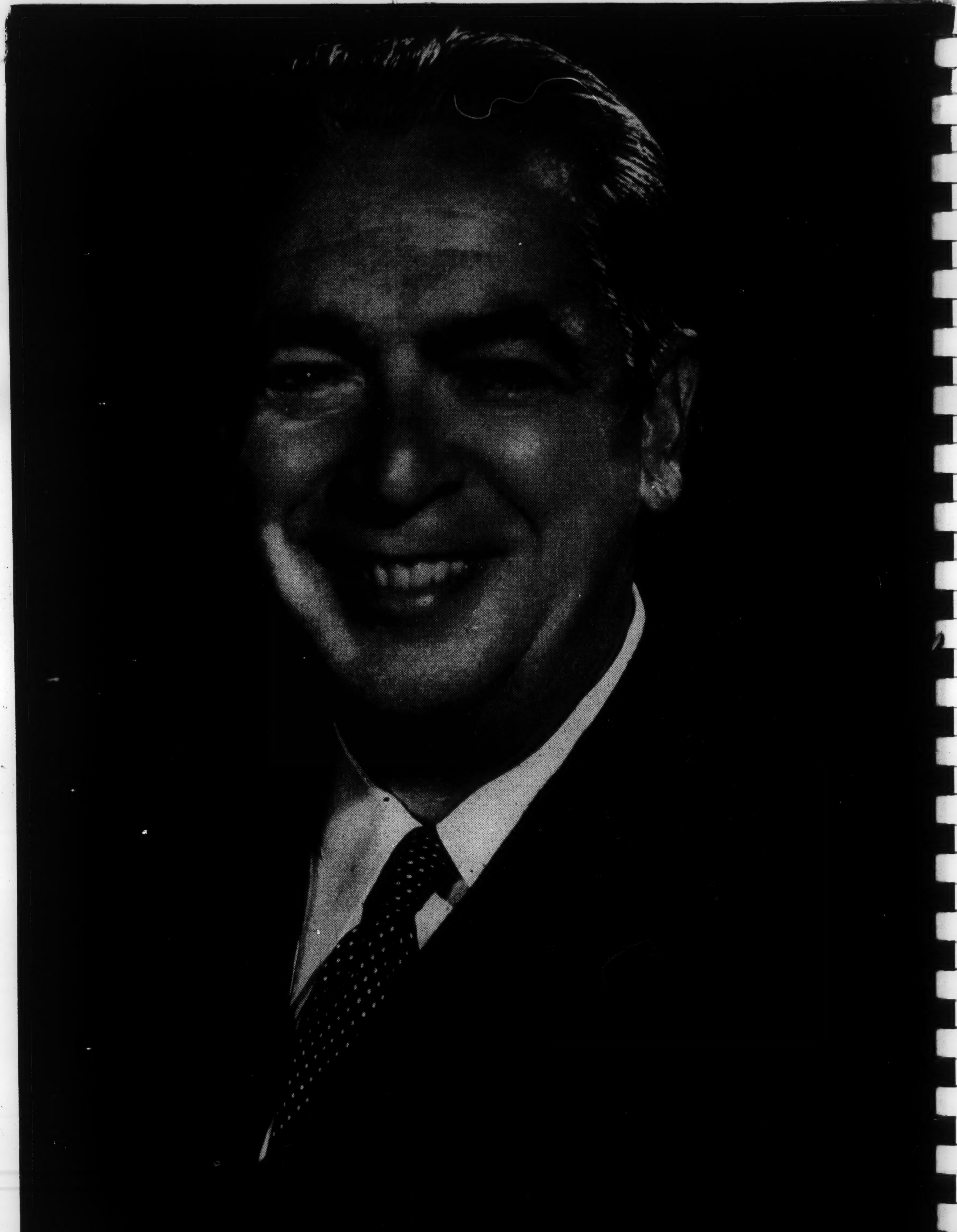
Millions of people who have come into contact with the courtesy, efficiency and helpfulness of your members are glad to know that the Brotherhood has helped to improve wages, hours and working conditions. Anybody who has ever traveled in a Pullman car should be a friend of the Brotherhood.

Personally and as Governor of New York, I am grateful for your encouragement and support in several measures for the social and economic progress in our State, particularly for the statute which outlawed discrimination in employment by reason of race, color, religion or national origin. I was very proud to sign that bill and I am proud that it has proved to be an unqualified success.

With kindest regards and best wishes,

Sincerely yours,

Thomas E Dewey



CITY OF NEW YORK
OFFICE OF THE MAYOR
NEW YORK 7, N.Y.

March 13, 1950
S

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters, A. F. of L.,
Room 301, 217 West 125 Street,
New York 27, N.Y.

Dear Mr. Randolph:

Thank you so much for calling my attention to the Silver Anniversary Celebration of the International Brotherhood of Sleeping Car Porters which is to be held in our town in September. I am most happy to extend to all your officers and members the heartiest welcome of the people of the City of New York.

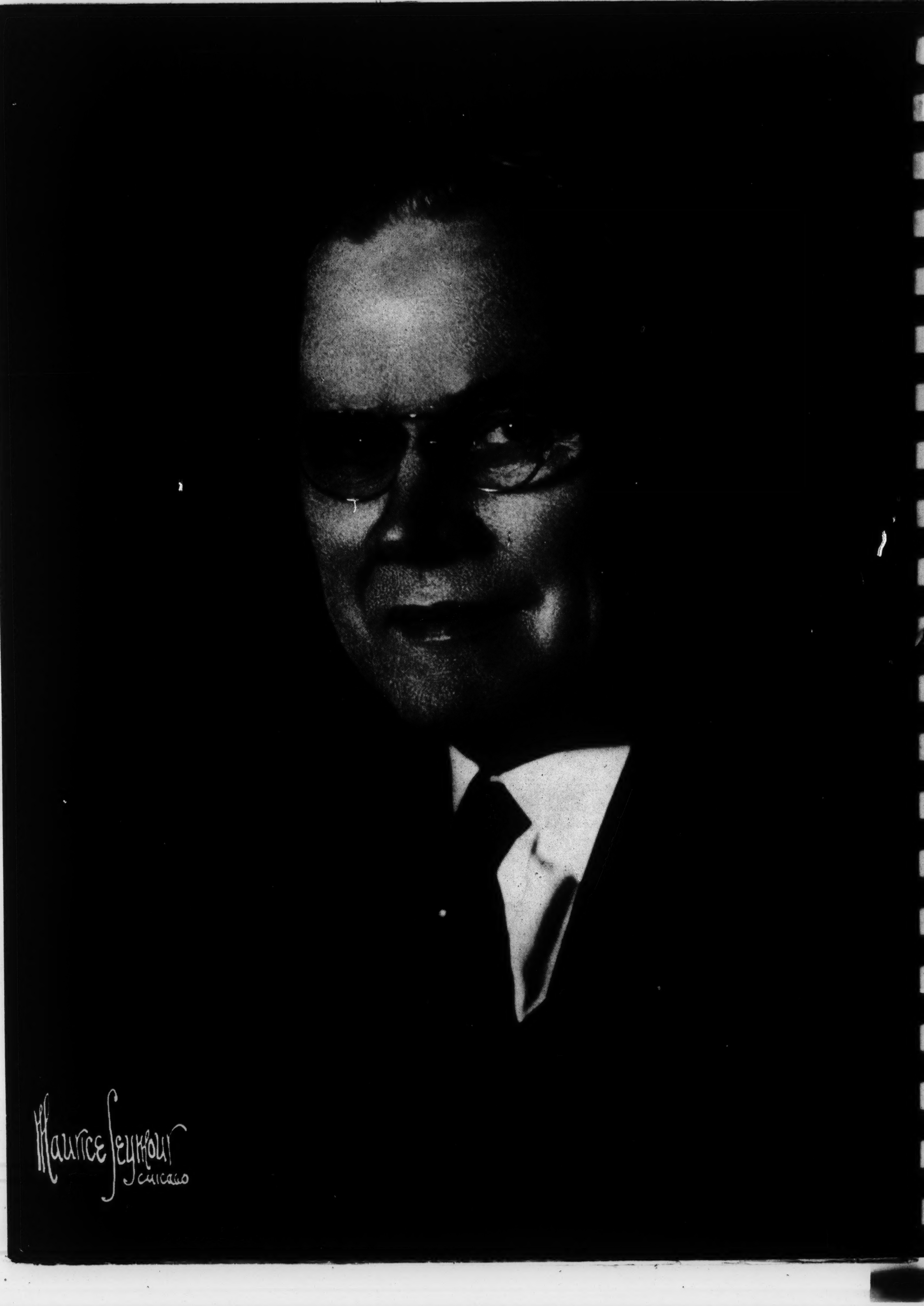
Your Union is truly deserving of the warmest admiration and applause of the whole nation. From its beginning with a handful of workers it has become one of the most constructive forces in all of organized labor, a true bulwark of free trade unionism. More, it has been always a crusader in genuine movements to preserve and extend the principles of democracy.

The record of the International is all the more remarkable when we remember the prodigious obstacles placed in its way by the accumulated hostility of forces defying our Bill of Rights. Through it all the members of your Union have maintained their dignity and the high quality of their service, never sacrificing their constructive aims and aspirations.

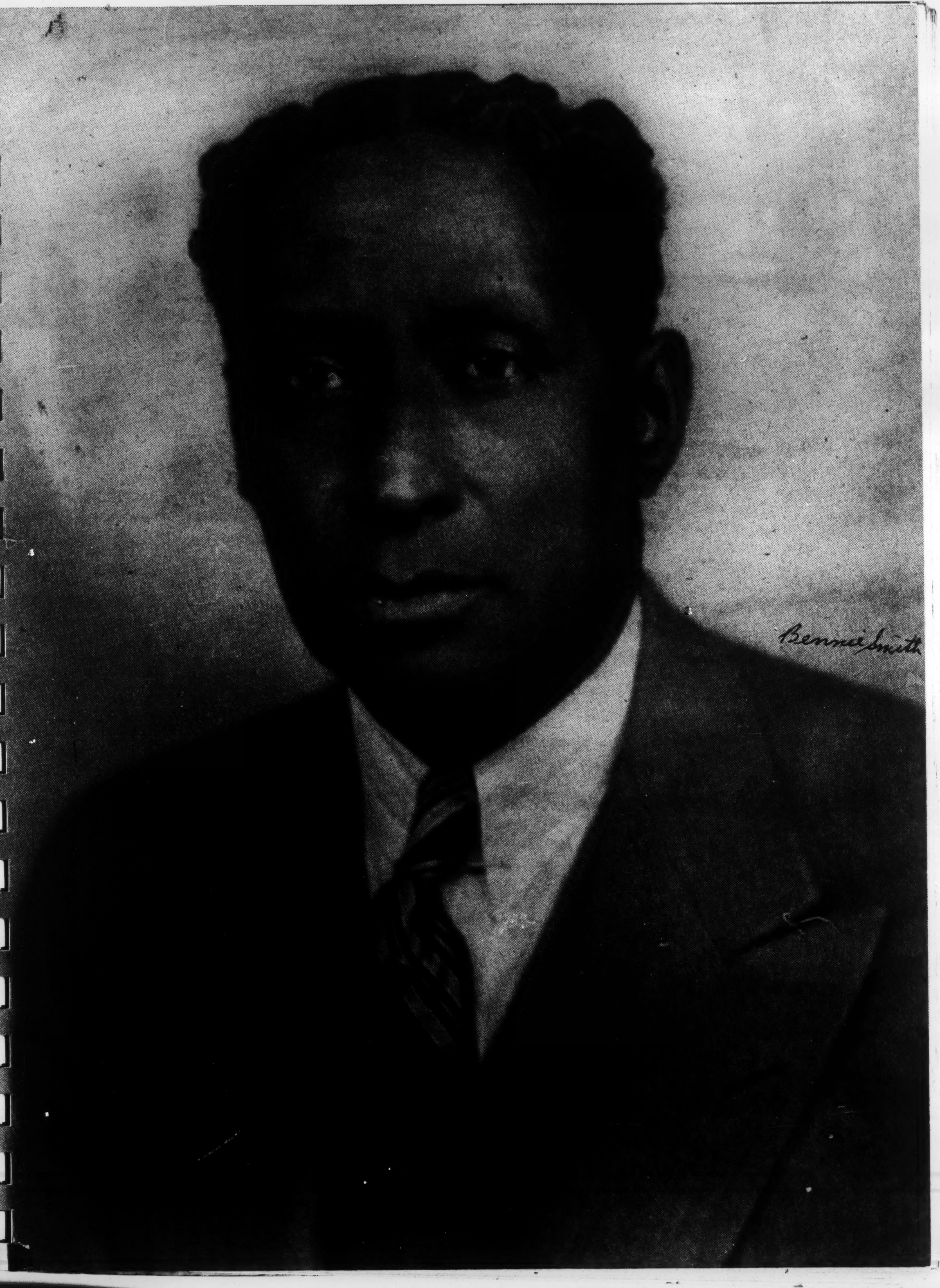
We know that there are still many obstacles to overcome. But there is good reason for the International to pause in celebration of its Twenty-Fifth Anniversary; it has a record of achievement of which it may well be proud. The City of New York and its many residents who are members of the International are equally proud to join in the celebration.

Sincerely,

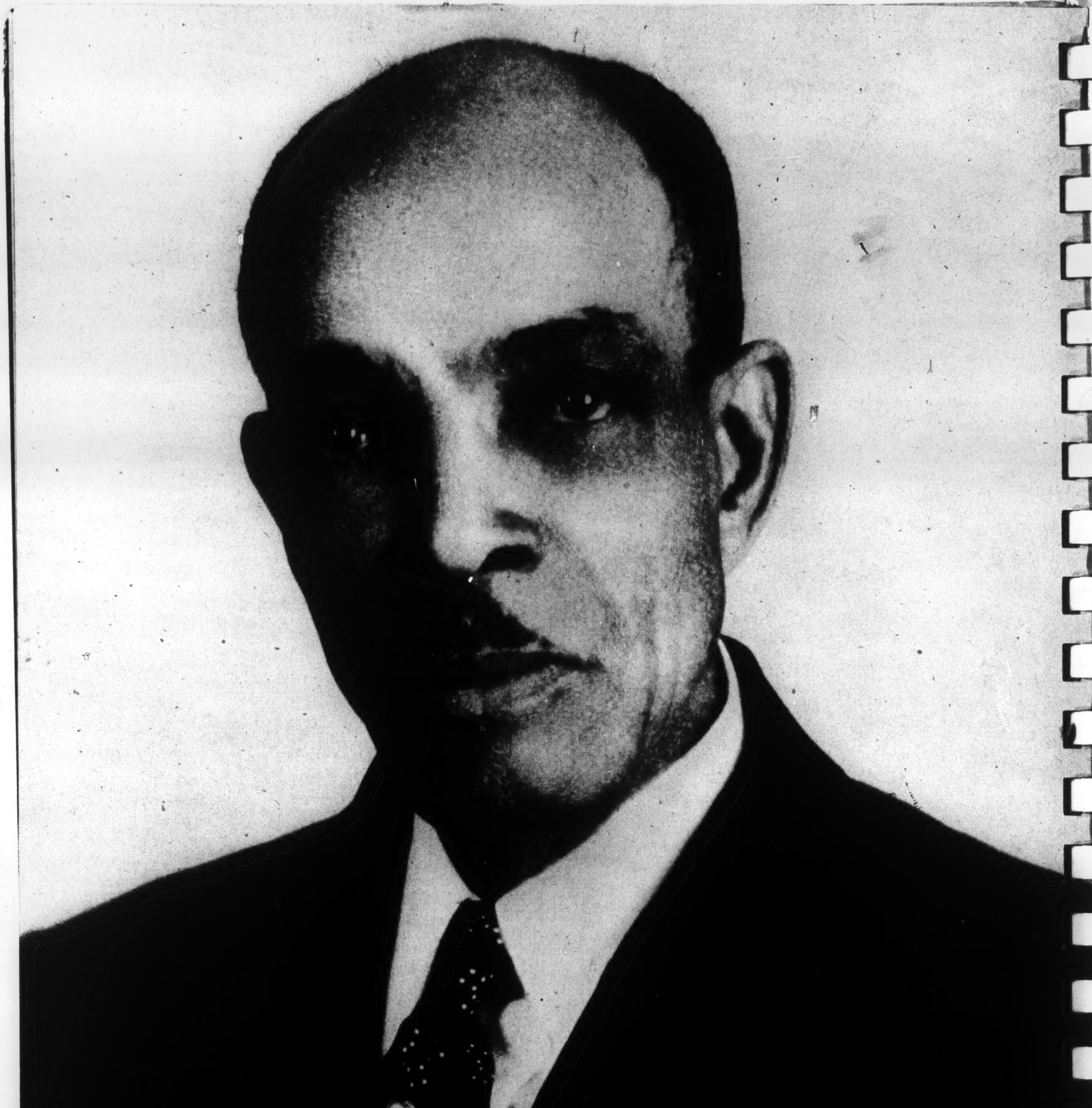
Mayor


Maurice Seymour
Chicago

Milton Webster



Bennie Smith



Executive Board

A. PHILIP RANDOLPH, *Member*

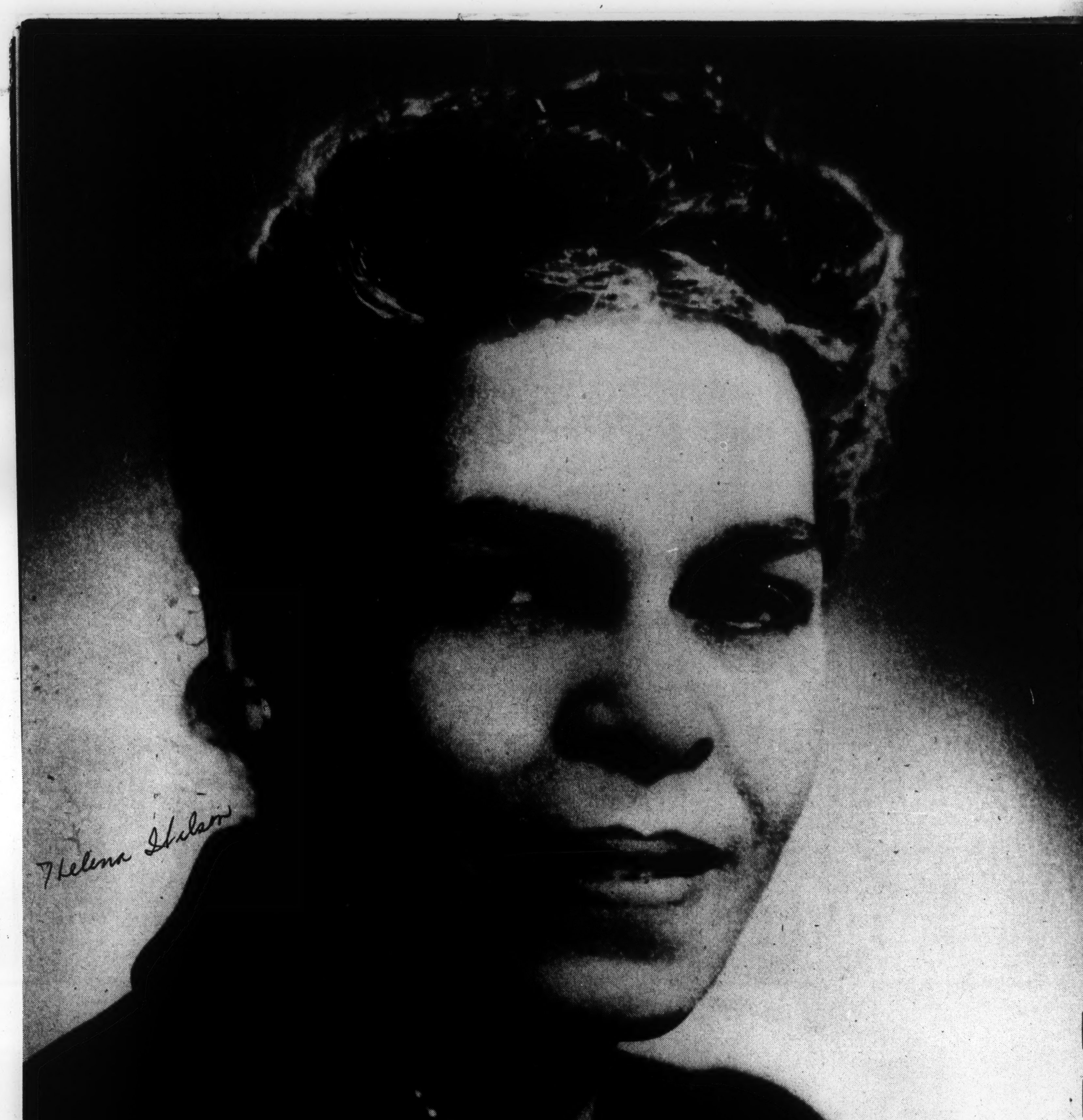
E. J. BRADLEY, *Member*

ASHLEY L. TOTTEN, *Member*

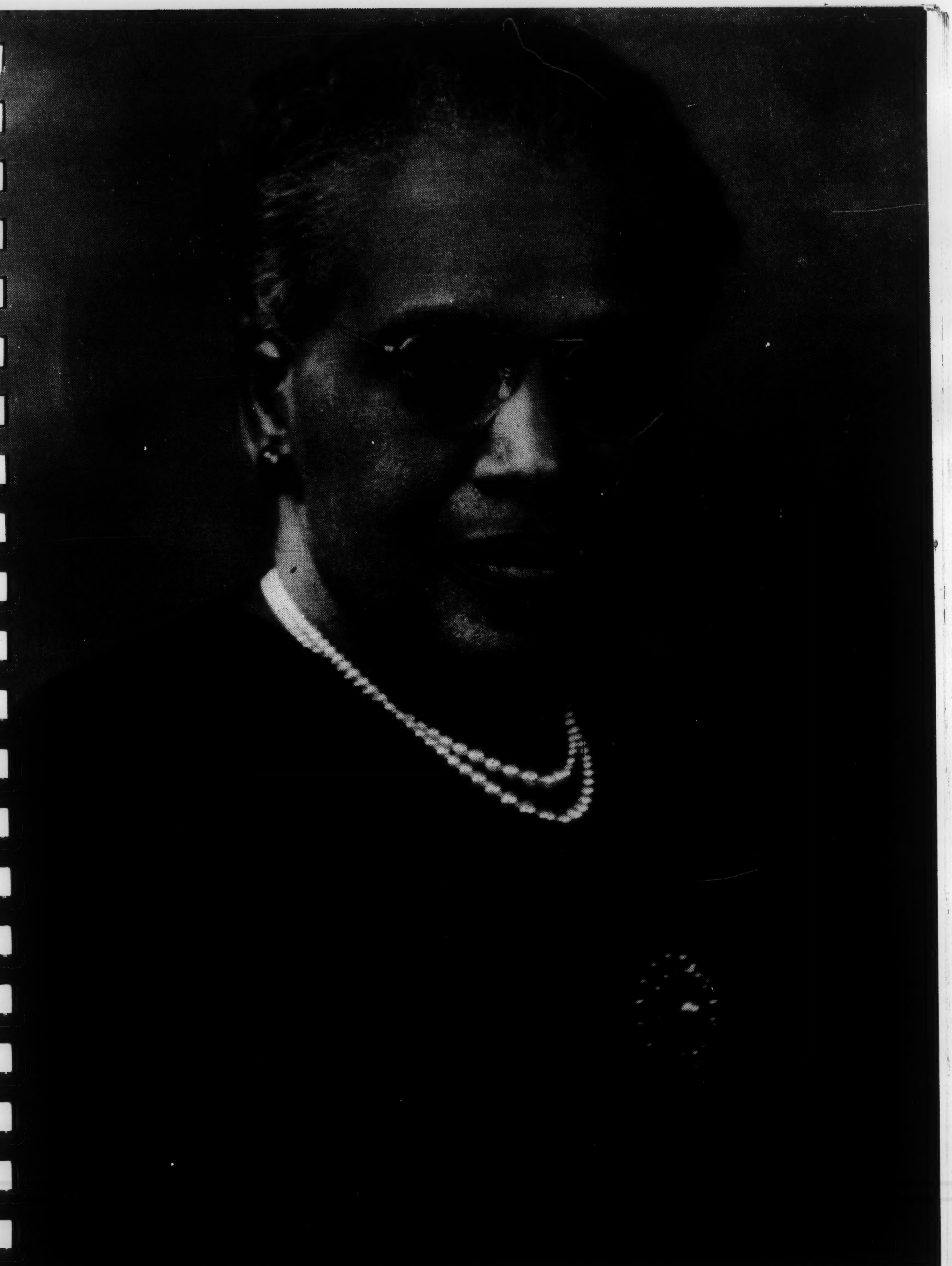
C. L. DELLUMS, *Member*

BENNIE SMITH, *Member*

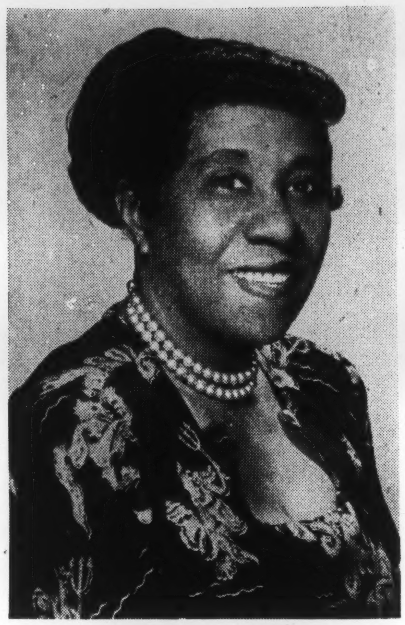
G. C. GARRON, *Member*



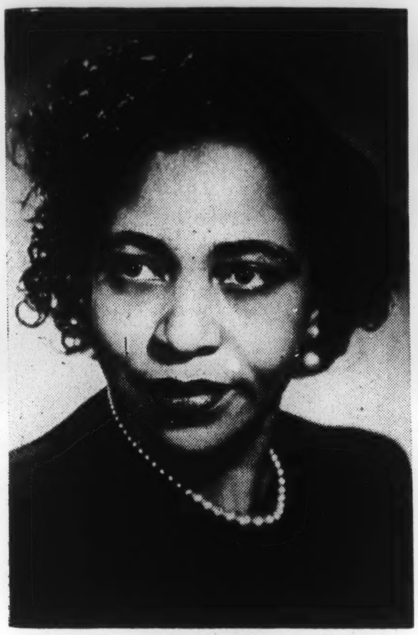
Thelma Wilson



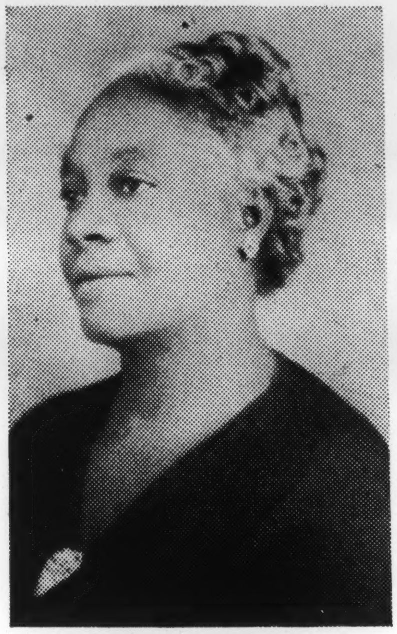
International Executive



Katherine Lassiter
First International Vice-President
Ladies Auxiliary, BSCP



Mae Dailey
2nd Intl. Vice-Pres.
Ladies Auxiliary, BSCP



Fannie J. Caviness
Third International Vice-President
Ladies Auxiliary, BSCP

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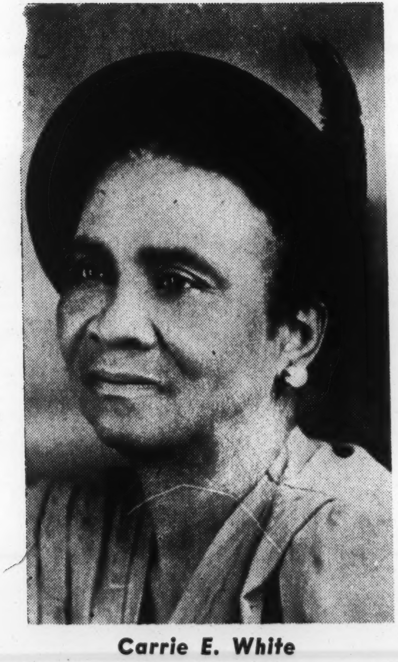
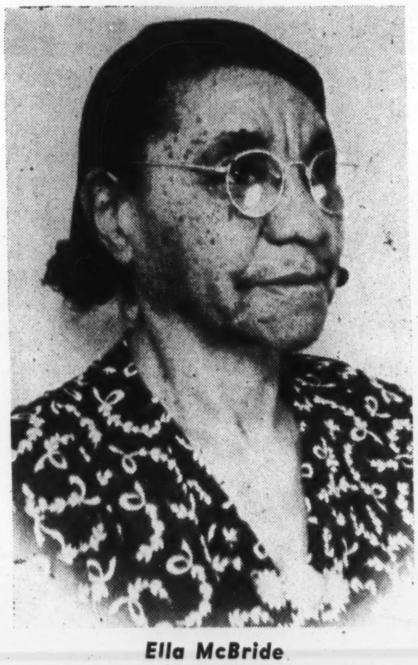
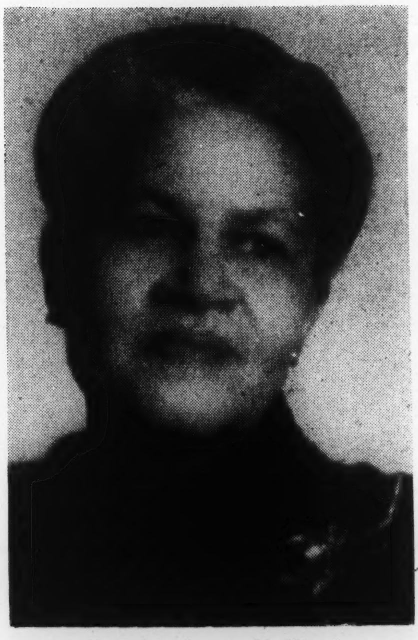


Carrie E. White
Member International Exec. Board
Ladies Auxiliary, BSCP



Ella McBride
Member International Exec. Board
Ladies Auxiliary, BSCP



Carolyn Lowe McWatt
Member International Exec. Board
Ladies Auxiliary, BSCP

Board, Ladies Auxiliary

Ardella Nutall
Fourth International Vice-President
Ladies Auxiliary, BSCP

Florence Ball-Jones
Member International Exec. Board
Ladies Auxiliary, BSCP

Ella Johnson
Member International Exec. Board
Ladies Auxiliary, BSCP

* * *

Rosie Taylor
Member International Exec. Board
Ladies Auxiliary, BSCP

Nora O. Fant
Member International Exec. Board
Ladies Auxiliary, BSCP

Velma Coward-King, Montreal, Que.,
Member, International Executive
Board, Ladies' Auxiliary, BSCP

OFFICE OF INTERNATIONAL FIELD ORGANIZER

B. F. McLaurin, International Field Organizer; Bernice Wilds, Secretary.

* * *

CONVENTION CHAIRMAN EXTENDS GREETINGS

MY TWENTY-FIVE YEARS with the Brotherhood of Sleeping Car Porters has been the investment of my life and I could not possibly have made a better investment. Of course there have been many trials and tribulations but if I were to ask myself, as most of us do at times, what would I want to do with those twenty-five years if I had to do it over again, I find but one answer—to do exactly what I have been doing—to work for and with our men and women to build an ever stronger solidarity among our membership. I am proud indeed to be one of the International representatives for the Brotherhood.

May I single out this example as one of my very many—what it means to me to work, plan and execute those plans for our union? The one example I am singling out is my being honored to serve as Chairman of the great event, the Twenty-fifth Anniversary and Silver Jubilee of the Brotherhood of Sleeping Car Porters.

I am indeed happy to acknowledge here the splendid cooperation of my fellow unionists and comrades who have worked diligently all through the arrangement committee meetings. I wish to give my deepest and sincere thanks to the entire committee. May I here also acknowledge my gratitude to all those who have cooperated in making the Souvenir Journal, as well as the entire program for the Convention a success.

B. F. McLaurin, ***Convention Chairman***

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW-CIO)
INTERNATIONAL UNION

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT 2, MICHIGAN

WALTER P. REUTHER
PRESIDENT
EMIL MAZEY
SEC. & TREAS

RICHARD GOSSER
VICE PRESIDENT
JOHN W. LIVINGSTON
VICE PRESIDENT

PHONE TRINITY 1-6600

April 28, 1950

TO THE BROTHERHOOD OF SLEEPING CAR PORTERS, AFL

Greetings:

The UAW-CIO extends heartfelt greetings of fraternity and solidarity on the occasion of the Silver Anniversary Celebration of the Brotherhood of Sleeping Car Porters.

We salute you as fellow unionists, as fellow citizens and as brothers in the struggle for a fuller enjoyment of the fruits of democracy by all American workers. We hail the progress you have made in the quarter of a century of work and education marked by this celebration.

Your contribution to the forward movement of all American labor and to the strengthening of democracy in this land deserves the applause of all who cherish our traditions of freedom and human dignity.

You meet at a time when labor faces a vast responsibility, not only to its own people but to the communities and the nation of which it is a part. We are certain that you will meet this responsibility as you always have - with renewed faith in democratic institutions and with a more vigorous program aiming at the achievement of a fuller measure of security, liberty, opportunity and equality for all Americans.

Nothing less than such a program can equip American labor for the work it faces in helping to lead the world to peace and plenty and universal brotherhood under democracy. We of the UAW-CIO pledge you our fullest cooperation in speeding the forward march of mankind toward the goal of a world order founded on human values and the dignity of man.

Fraternally,

Walter P. Reuther

Walter P. Reuther
President

United Mine Workers of America

JOHN L. LEWIS
PRESIDENT

TELEPHONE
METROPOLITAN 0530

UNITED MINE WORKERS' BUILDING
Washington 5, D.C.

June 6, 1950

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear President Randolph:

I am happy to extend greetings and good wishes to the International Brotherhood of Sleeping Car Porters, which will celebrate its Silver Anniversary during the current year. As you know, I have ever had a keen personal interest in the success of your Organization, and during the years in which I have traveled about the country, I have come to know many hundreds of its members.

The United Mine Workers from time to time throughout the years has been glad on any and all occasions, whenever it was possible, to assist and encourage the membership of your Union. We have counted it a pleasure to work with you, President Randolph, and your Associate Officers, in the cause of the labor movement both in and out of the American Federation of Labor.

It is a tribute to your own great talent of leadership, and to the cooperation and support of your Associate Officers, that your Union has now achieved a place of special distinction in the family of American labor, and has come to be recognized as one of the great and progressive organizations of our time. Only too well do I understand that this has not happened by chance, but through the untiring efforts and deep sense of loyalty and brotherhood which have permeated the minds of the Pullman car porters throughout the years.

Accept, if you please, the fraternal greetings of the United Mine Workers of America and its entire membership, together with my own personal congratulations for the memorable progress that has been made. I will hope that the coming years, whatever their vicissitudes may be, will bring to your Union and to its members continuous progress towards those goals so earnestly sought by the working men and women of our great Nation.

Sincerely yours

Story of the Porter — A Saga in Trade Unionism

BROTHERHOOD OF SLEEPING CAR PORTERS

AN INTERNATIONAL UNION AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
IN ITS SEVENTH BIENNIAL CONVENTION AND TWENTY-FIFTH ANNIVERSARY

Birth of a New Era for Black Labor

"Therefore, whoever heareth these sayings of mine and doeth them I will liken him unto a wise man, which built his house upon a rock: And the rain descended and the floods came and the winds blew and beat upon that house, and it fell not, for it was founded upon a rock. And everyone that heareth these sayings of mine and doeth them not, shall be likened unto a foolish man, which built his house upon the sand, and the rain descended, and the floods came and the winds blew and beat upon that house, and it fell; and great was the fall of it."

A HOT NIGHT, late in August, 1925, six Pullman porters, a bit worried and concerned, were seated around a table in a smoke-filled room, in a flat in Harlem, New York City, discussing in low, measured tones with a young Negro leader, ways and means of organizing Pullman porters into a bona fide trade union. It was the first underground meeting of porters which blossomed forth, but not without many times of trouble, into the Brotherhood of Sleeping Car Porters.

To Pullman porters, prisoners of the Employee Representation Plan or Company Union, this was high adventure upon unchartered and perilous seas of labor unionism.

But, the die had been cast.

There was no turning back.

Out of this historic secret gathering of six porters, a National Committee to Organize Pullman Porters was formed. This Secret Six was spearheaded and activated by a living dynamo, Ashley L. Totten, a porter working out of the New York Central District. Its Chairman was R. R. Matthews, Christian Scientist and relentless Brotherhood agitator. T. T. Patterson, who served as secretary, was a student of metaphysics and a strong advocate of Brotherhood ideals. Matthews and Patterson worked out of the Pennsylvania District of New York City.

This movement to organize porters in the Brotherhood followed hard upon a Wage Conference called by the Pullman Company through the Employee Representation Plan in 1924, to which Totten, because of his militancy, had been elected delegate by an overwhelming vote of the porters and maids.

Prior Porters' Movements

But most movements have antecedents. They have parents and grandparents. Their roots sink deep into the soil of the past.

It is apparent that the Brotherhood of Sleeping Car Porters did not develop overnight. It did not spring Minerva-like from the head of Jove.

Porters had been restive before. This was natural. They had had grievances before. Wages had always been low. Hours of work had always been long. Treatment had always been bad.

Before any definitive crystallization of sentiment among porters for an actual organization had emerged, petitions of divers sorts had been timidly presented to Pullman officials for the correction of their economic ills, and verily many there were.

World War and Porters

However, the first serious efforts at organization among porters along with a number of other railroad workers, began with World War I, 1914. When the United States government took over the control and operation of railroads in 1918 and Director General William Gibbs McAdoo issued General Order No. 27, and the War Labor Conference Board, in the same year, gave sanction to the right of self-organization, raised wages and improved conditions of work, porters were galvanized into action and set up so many fly-by-night organizations that they could not get together on any one, and hence missed a golden opportunity to get together which had been seized upon by the Pullman conductors who organized the Order of Sleeping Car Conductors in 1918.

Porters had gone into the Railway Men's International Benevolent Industrial Association located in Chicago, under the leadership of R. L. Mays, a sort of Black Federation of Labor. Porters had started the Brotherhood of Sleeping Car Porters Protective Union in the East. There were porters in federal labor unions of the A. F. of L. as units of the International Hotel Workers Alliance. But all of these efforts at organization were short-lived. They were ephemeral.

When federal control of railroads ended in 1920, and the Transportation Act was enacted, the Pullman Company, conscious of the porters' will, though feeble and shaky, to organize a labor union of their own, presented them the Employee Representation Plan, without cost of money or time. Porters' movements for unionism, like slender reeds, were soon and easily broken, leaving a bitter taste of disillusionment and despair.

Revolt Against the Plan

Being controlled by the Pullman Company, it was not long before the Employee Representation Plan was exposed as an instrument of obstruction to the achievement of the porters' rights, giving rise to independent and aggressive leaders throughout the country, such as Totten in New York City, Bennie Smith, Taylor Murrell and Booth in Omaha, Jack Mills in Chicago, Dad Moore and Dellums in Oakland, Bill Holland and James Bell, Sr. in Los Angeles, Peter Anthony and S. J. McClellan in Washington, D. C., Edwards and E. J. Bradley in St. Louis, Frank Boyd in St. Paul, Minnesota, Spencer Watson in Kansas City, Mo., and J. W. Darby in Jacksonville, Fla.

These men, who were trade union conscious, considered the Pullman Plan of Employee Representation a makeshift, if not, an insult.

Thus, although porters' hopes of organization had been shattered upon the rocks of Scylla of weak, temporary gestures of unionism, on the one hand, and Charybdis of the Company union, on the other, recognition by the Pullman Company of the Pullman Conductors' Union, January, 1922, and the numerous unsatisfactorily adjusted grievances, tended to add fuel to the fires of labor union interest, rendering the porters ripe for the reception of the great revolutionary transition from Pullmanism to bona fide trade unionism, the Brotherhood movement.

More attention was directed to the porters' problems, though no solution was effected, through investigations and public hearings by the United States Commission on Industrial Relations in 1915; federal control and operation of railroads during World War I, and representation of porters under the Employee Representation Plan, when an agreement, though futile and innocuous, was signed with the Pullman Company in 1924.

History will appraise the regime of the Employee Representation Plan as an interim period of resistance to, and appeasement of, an aroused porter, ranging between a long night of industrial sleep and the coming dawn of a day of trade union consciousness.

However, bruised, bowed, weary and worn, porters considered the Employee Representation Plan, despite its frills and fancies, a half-way house at which they could not long tarry, for it provided only solace, not salvation.

Verily, the promised land of trade union organization beckoned and the porters, ragged and hungry, tormented and terrorized, sustained by the hope of eventual victory, marched on.

Call to the Brotherhood

> "And the Lord said, I have surely seen the affliction of my people which are in Egypt, and have heard their cry by reason of their taskmasters; for I know their sorrows, and I am come down to deliver them out of the hands of the Egyptians, and to bring them up out of that land unto a good land and a large; unto a land flowing with milk and honey." Exodus III.

When the call was sent out for the porters to assemble in a mass meeting in the Elk's Hall in Harlem to initiate the organization of a labor union of, by and for the porters, it struck the porters and black America, as well as the Pullman Company, like an atomic bomb.

Questions came thick and fast:

Could and would porters build a union of their own?

Would they break with the Employee Representation Plan?

How would the Pullman Management respond to this Brotherhood of Sleeping Car Porters?

What would be the reaction of Negro leaders to this drastic and dramatic action?

Would the Pullman Company fire porters who joined the union?

Would the porters stick?

How would white labor view this move?

Could this Randolph be trusted?

These and myriad more questions thundered upon the new movement. Stunned, amazed and bewildered, porters and the general run of Negroes, unused, if not hostile, to the ways of organized labor, especially, the American Federation of Labor, whose record on race was not the most encouraging, wondered and pondered on what did it all mean.

Would this Brotherhood link porters to white unions?

Did not the white unions have the color bar?

Was this the wedge for the displacement of black with white, yellow or brown, porters?

What about the Negroes' monopoly of Pullman porters' jobs?

Were Negroes by the fight of the Brotherhood to lose a great friend in the Pullman Company?

Could porters who are poor, conquer Pullman who is rich?

Brotherhood Sweeps Nation

Beginning the organization drive among the porters with the memorable Elk's Hall meeting, August 25, 1925, which was as strange as it was tense, with a hushed and heavy silence, with Brothers Randolph and Frank R. Crosswaith as speakers, Brotherhood sentiment swelled and swept the nation like a prairie fire.

Eager, earnest and interested, porters, emboldened and unafraid, trooped into the office of the "Messenger Magazine," edited by Randolph, which, in a barrage of trenchant articles, told the long and hapless story of the porters.

Yes, porters came into the office of the "Messenger Magazine," a recognized radical and fighting publication of Negro America, to look, to talk, to wonder and to join up and become members of this New Movement.

It was a great day!

Citizens, prominent Negro citizens, with a glint of doubt in their eyes, came to the Brotherhood's office to find out what had happened; what was it all about?

Was it true that Pullman porters had really organized a labor union?

Porters in the Pennsylvania Sunnyside yards, porters in the New York Central Mott Haven Yards, porters all up and down Seventh and Lenox Avenues; porters in the barber shops, taverns, poolrooms and on street corners, some in whispered tones and others with animation, talked and talked and talked about one and only one question, the birth of the Brotherhood, the New Union.

No Alternative

Porters had no alternative to self-organization. Pullman had rejected unions of its employees since the famous, if not, infamous, Pullman strike in 1893, which resulted in the imprisonment of the great Eugene V. Debs, internationally known labor leader and Socialist.

Besides, the Big Four Brotherhoods, organized between 1860 and 1893, had color bars in their constitutions.

The Adamson Act of 1917, which regulated hours of work of railway workers, didn't apply to porters since they were not considered railway employees, because they worked on "carriers" which were *carried* by trains. *The fact is, Pullman was classified as a carrier, but not a carrier by railroad,* probably a bit of legal or legislative metaphysics; but such was the case.

Even the Railway Labor Act of 1926 didn't help porters until it was amended in 1934, during the Roosevelt era, under which amendment, representation elections were generally required to determine the collective bargaining agent.

Liberals Support Brotherhood

During these times of stress and disappointment among the porters, the basic American good sense of fair-play reflected itself in a contribution of $10,000 by the Garland Fund, administered by a group of America's finest liberals, to the struggling Brotherhood and the "Messenger Magazine," which had become the militant voice of the Union. While financially the amount was small, and was soon exhausted, its moral value was big, for it showed the porters, that is, those who dared to join the Brotherhood, that they were not wholly friendless.

A. F. of L. Backs Porters

Although Negro workers, and, especially, Negro leaders, were skeptical of the American Federation of Labor, and not without some justification, when viewed from the angle of the attitude of indifference or opposition to the organization of Negro workers by some of its international and national unions, the A. F. of L. and its leaders, William Green, President, and Frank Morrison, then Secretary-Treasurer, were friendly to the Brotherhood as expressed through editorials in the "American Federationist" and cooperation from Radio Station WCFL, "The Voice of Labor," owned and operated by the Chicago Federation of Labor and many of the A. F. of L. City Central bodies. Perhaps the only genuine support from a nationally organized body, white or black, the Brotherhood received while it was battling for survival, came from the A. F. of L.

Plan of Action

In reply to a mounting volume of queries on what did the porters want and what would the Brotherhood demand, at that early stage of the struggle, a well-formulated set of demands were drafted.

First, recognition of the Brotherhood, which, of course, involved the abolition of the Employee Representation Plan.

Second, an increase in wages to $150 a month, with the abolition of tipping.

Third, 240 hours work-month and relief from unreasonable doubling-out.

Fourth, pay for preparatory time.

Being aware at the outset that the Employee Representation Plan or Company Union was the basic and chief obstacle to the victory of the porters and the right of bona fide collective bargaining, the Brotherhood turned its guns upon the Employee Representation Plan. It cannonaded the Plan without letup or hindrance, from coast to coast.

Carrying the Banner of the Brotherhood

Immediately, following the setting up of the National Committee to Organize Pullman porters into the Brotherhood of Sleeping Car Porters, and, in fact, from the beginning of the publication of articles in "The Messenger" on the idea of Pullman porters organizing a union of their own, porters operating between New York and Chicago, served as *underground couriers, carrying contraband goods* in the form of bundles of "Messengers," leaflets entitled "Fourteen Points" and secret messages to the Chicago porters, especially, Jack Mills, popular leader of the porters, who, like Totten of New York, vainly sought to make the Employee Representation Plan work in behalf of the porters.

Soon, Brother Mills prevailed upon Milton P. Webster, former Pullman porter, then, successful Republican leader and a solid tower of strength, to take over the task of organizing the porters into the Brotherhood in Chicago.

Promptly, Webster, who had always been skeptical of the Plan, took the direction of the fight to organize the porters in Chicago, and he started to make preparations for a drive for members. The Brotherhood fever gripped Chicago. Signing up porters in the organization as members, upon the appearance of Randolph and Roy Lancaster, one of the Secret Six, in Chicago to preach the doctrine of the new union to the porters started the ball-a-rolling.

A long series of nightly Brotherhood meetings began with a rhythmic refrain of Webster opening up and Randolph closing.

Brotherhood Draws Fire of Pullman

Firstly, ignored; secondly, discounted; and thirdly, opposed, if not respected, the Brotherhood's existence was recognized by the Pullman Company by its enlisting the services of the Hon. Perry Howard, then and now, the only Negro member of the National Committee of the Republican Party to engage the Leader, A. Philip Randolph, in public debate, to blast and demolish the Brotherhood and its leadership once and for all time.

Since there were signs of gradual subsidence of the first flush of enthusiasm among the porters for the Brotherhood, partly due to the cool reception from Negro leaders the Brotherhood and its leadership received in the "Windy City," together with the emergence of a number of "doubting Thomases" among the "old-heads" of the porters, who began to counsel, "don't bite the hand that feeds you," and "let well enough alone," the challenge of Randolph to debate from Mr. Howard was in the language of the streets, "just what the doctor ordered" and a real "shot in the arm" of new interest.

When the telegrams of challenge came, it was such a *natural* by way of providing a big audience of both porters and the public, that it was the occasion of much jubilation, reassurance and hope. In the words of Organizer Webster, who, together with Randolph, was searching for a new project to reactivate the porters into a vital wave of interest in the Brotherhood, exultantly exclaimed, "Look what the good Lord sent us."

Correctly arrayed in a cut-away and striped pants, Mr. Howard, with a cold dignity and heavy aloofness, strode into the hall, packed and jammed with porters, stool-pigeons and the general public, generously sprinkled with the "best people," took his seat upon the platform, restive for the kill.

Randolph, the porters' leader, wearing a patched suit of clothes, and with no assurance of escaping numberless involuntary daily fasts, without any fanfare, upon introduction by C. Francis Stradford, Chicago attorney, stepped forward and opened the memorable debate. He pictured the pitiful plight of the porter, the power and position of Pullman, and, with devastating logic, analyzed and exposed the oppression of the Employee Representation Plan, indicating its utter futility as a solution of the porters' problems and concluded, setting forth the Brotherhood as a bonafide trade union, owned and controlled by the porters, as the only hope and salvation of these workers. The talk was greeted at the beginning by the audience with thoughtful and approved silence, but at the end, with thunderous applause.

Mr. Howard followed with the old-time spread-eagle form of oratory, gesticulating patronizingly toward the porters' leader, his face exhibiting alternating moods of sneers and rage at the very thought of Pullman porters defying the Pullman Company of which Abraham Lincoln's son, Robert Lincoln, was once a president, and which could boast of being responsbile for a Negro, Jesse Binga, who had been a Pullman porter, rising from a boot-black to a banker, was generously booed.

Being the final speaker, Randolph proceeded to ridicule the allegations and appeals of Mr. Howard, his sallies, provoking well-nigh continuous applause and roars of laughter.

This public meeting was eventful and prophetic for it provided a platform for the first major statement of the porters' case, and Totten, who was running to Chicago, on his layover, attended the meeting. He lost his job.

It marked the beginning of a nation-wide offensive against the Employee Representation Plan and to win the porters to the banner of the Union.

Immediately upon Totten's dismissal from the Pullman Company, he was pressed into service for the Brotherhood, and without further preparation, spoke in the next Brotherhood meeting in Chicago. In a dynamic and explosive style, he assailed Pullmanism and the stool-pigeon department as he humorously labelled the Pullman welfare plans, with a merciless and ceaseless denunciation. He not only kept his audience in veritable stitches, rocking with laughter and tears, but his withering blasts against the company men, caused him to win the appellation from Frank Boyd of St. Paul, Minnesota, himself capable of volcanic eruptions against the pro-Company porters, "Totten the Terrible," a likely foil of A. Philip Randolph, styled, "Philip the Saint."

Randolph and Totten Turn West

Lashing out against the proverbial stool-pigeons, whom he knew by name, with fire and brimstone, Totten, jauntily turned, with Randolph, who was quiet but determined, toward the long trip West, the first nation-wide campaign for the Brotherhood.

On to the Twin Cities, St. Paul and Minneapolis, journeyed Randolph and Totten, where their message on the porters' struggle for organization and status, shook the Negro communities out of their complacency and set the strong, forward-looking followers of the Brotherhood against the hesitant, weak, unstable and vacilating elements of the porters and Negroes.

But, there had been a John the Baptist of the Brotherhood leaders in Frank Boyd, Pullman porter and black revolutionist who had proclaimed to the porters and the public the teachings and gospel of the Brotherhood, for which he, too, paid the supreme price with his economic life.

Inspired by the eager response of the porters in enrolling as members of the Brotherhood, Randolph and Totten sped across the country to the far West, where they encountered increasing opposition from the petty Pullman Negro officials, known as porter-instructors, who began steadily to plant seeds of fear into the hearts of the porters. But, withal, Brotherhood evangelism, with its dramatic appeal on the basic grievances and needs of the porters and oppressed Negro people, swept victoriously through Seattle and Spokane, Washington; Portland, Oregon; Oakland and San Francisco, down into Los Angeles, California, with the host of Brotherhood members steadily increasing.

Old Dad Moore

In Oakland, scene of historic battles of the Brotherhood, Randolph and Totten were met by that Grand Old Man, Old Dad Moore, a tall, raw-bony, plain, blunt, hulk of a man, far past three-score years and ten, with his stern eyes flashing the fires of revenge, much in the mold of the old prophet Elijah, whose high mission was to direct the Israelites to the path of Yaweh, the God of the Children of Israel and to revenge their oppressors. In his rough and homely fashion, he hurled curses upon the heads of the Pullman oppressors and literally embraced the Brotherhood leaders who came preaching a strange doctrine of the unity of the porters and equality of black men.

With Dad Moore, was C. L. Dellums, an operating porter, now an International Vice-President, who was young, able and aggressive. He threw himself wholeheartedly into the Brotherhood fight for which he soon paid with the loss of his job.

In Los Angeles, the final stop on the Pacific Coast, the fight was uphill and disappointing, resulting in W. H. (Bill) Holland, a porter and relentless agitator, being offered up as a sacrifice upon the altar of black trade unionism. Whipped by the sharp winds of hate of race and hate of class, the campaign to unionize porters rolled on.

After a brief stop in Salt Lake City, a small district, Randolph and Totten came into Denver, which was in the grip of a blizzard of snow and rain, to sell their union wares to the porters and the public. They found a friend in ex-Governor Sweet of Colorado and Dr. Holmes, local Negro leader, and D. D. Holmes, porter and first secretary-treasurer.

Despite the fact Pullman pressures against the Brotherhood were becoming sharper and sharper, McBride, Benoit and several other porters cast in their lot with the cause.

From Denver, Randolph and Totten moved into Omaha, where worked and lived Bennie Smith, a porter, now an International Vice-President, of whom it can be said there was no man of greater courage and resolution and wisdom of the ways of the porter and Pullman. Though an official and delegate to a wage conference of the Employee Representation Plan, in the face of the powerful Pullman overlords, he refused to sign the Agreement written by the Company for the porters. He was joined by Porter Edwards of St. Louis. It was the first case of its kind in Pullman history. Both were promptly fired. Brother Smith not only lost his job, but his home and wife.

Kansas City Labor War

Midway between East and West, Kansas City, Missouri, became an Armageddon of great challenge and hope, frustration and fear. A stronghold of Pullman feudalism, Kansas City was invaded by Brotherhood warriors, bent upon its conquest for the cause of bona fide collective bargaining for porters, with final triumph at the price of Totten's blood, who was struck down in mid-day by his enemies. Yet, undaunted and unafraid, he carried on, finally leaving his mantle upon Porter Spencer Watson, fearless champion of the porters' cause, who was unceremoniously fired and left to sup upon bread and water, without benefit of friend or family.

Following the trail of the lazy Mississippi, Randolph and Totten, battered and bruised, with heads unbowed and stripped down to fighting form, from want and work, came upon St. Louis, where Superintendent Burr, a living terror of the porters, and his Negro man Friday, porter-instructor, Smith had virtually broken the spirit of the porters. Stricken with fear, the porters flitted by the leaders of the Brotherhood like shadows, lest some faceless porter-informer take them into the Pullman Superintendent and the porter-instructor, an ominous black and white edition of Simon Legree.

Add to this system of Pullman intimidation, the Negro weekly, "St. Louis Argus," anti-labor and anti-liberal, which condemned, derided and decried the Brotherhood, its leaders and all of their works, a paper generously distributed among the porters, free of charge, as a public race relations project on Pullman and the porters, it is not difficult to sense the socio-labor climate of this metropolis.

Out of this confusion and company unionism, emerged E. J. Bradley, an International Vice-President today, a porter then, who resigned to take over the thankless job of organizing porters for the Brotherhood, and through his miscalculation of the timetable of Brotherhood progress toward victory, sustained the loss of home and wife. But he never lost heart or hope while he walked the streets of St. Louis, without funds or friend.

When the smoke died away, Randolph and Totten had left a Brotherhood underground cadre in St. Louis.

The Return to Headquarters

After the long, arduous and spectacular trek across the country and back, in quest of members and money for the Brotherhood, Randolph and Totten returned weary and wiser, with glowing accounts of how their porter brothers rallied in far away Seattle and down the Coast, and of growing anti-Brotherhood propaganda among the porters in the Negro press and pulpit.

Men sat around the Brotherhood headquarters with rapt attention while exploits of the Brotherhood leaders in the war against Pullman Company unionism was told, reflecting mixed emotions of fear and faith, wondering what would tomorrow bring, for it was a matter of common knowledge then that every Brotherhood porter was a marked man.

Eastern Drive

After an intensive series of meetings every night for two weeks or more in New York City in the Elks and St. Luke's Halls, Randolph and Totten struck out for Washington, D. C., where they launched a vigorous campaign for members for the Brotherhood enlisting such stalwarts as leaders in the cause as Porters S. J. McClellan and Pete Anthony, both of whom were soon fired, casting a gloom of dismay over the porters and their families; except, that Sister Rosina C. Tucker, now an International Secretary-Treasurer of the Ladies Auxiliary to the Brotherhood, inspired, like the Maid of Orleans, Joan of Arc, in an hour of great crisis, seized the banner of leadership and bore it nobly forward.

The Brotherhood cell in the Capitol of the Nation, though small in size, was hardened with underground resistance.

Boston

Labelled as an idea and not a city by Brother M. C. Oglesby, a porter, who was active in the pre-Brotherhood organizational efforts of the porters, Boston Pullman district proved to be a difficult nut to crack for the porters' leaders.

Two of the original pioneers in Boston who never wavered or faltered, were Brothers Deacon Jones and "old man" Cy Taylor; a son of the latter is a pharmacist there.

Invasion of the South

Cognizant of the hostile climate of the South, Brotherhood organizers made no immediate efforts to invade it with the message of unionism.

Porters running into New York City, Chicago and the far western cities from southern points, were contacted, given literature and urged to join. Some did.

The first major attempt to organize porters in the South was conducted by Bennie Smith, in the early days of the movement in Jacksonville, Fla.

Until Pullman district officials became aware of his activities, things went forward without incident, and porters signed up as members. But when a stool-pigeon, heir of the "Big House Slave," the gentry who took on the livery of caste, because of proximity to the slave master and inheritance of his cast-off clothes, carried the news about the presence of Bennie Smith among the porters, police made a visit to his room, frightening his landlady and finally hailed him before a court on the nebulous, but dangerous charge of preaching social equality, because he was peddling "The Messenger" Magazine, official organ of the Brotherhood.

He retained a colored attorney who was not too strongly committed to the revolutionary doctrine of social equality in Dixie, to represent him in court, but discovered when the Judge, in a harsh, sinister voice, threatened to send him to Blue Jay Farms, a sort of convict camp, that he was facing the judge alone, his attorney safely concealed quite some distance away. When he was told by the Judge to make himself scarce in the environs within twenty-four hours, he was promptly advised by his attorney to catch the next train north.

Be it said to the courage of Bennie Smith, that he had to be urged, by officials of the Brotherhood, to come out of the South, since he expressed a desire to continue his work there and to see the fight through.

This marked the end of the campaign to organize the porters in the South until the Brotherhood received federal local charters from the American Federation of Labor, the latter part of the '20s.

Other areas, such as Indianapolis, Columbus, Louisville, Cincinnati, Pittsburgh and Philadelphia, above the Mason and Dixon Line, were visited periodically by Randolph, Totten, Frank R. Crosswaith, Special Organizer of the Brotherhood, now International Organizer of the International Ladies Garment Workers Union of America, and W. H. DesVerney, one of the original six porters who founded the union.

Indian Summer of the Brotherhood Campaign Ends

The first year of the Brotherhood's organizational campaign was a sort of Indian Summer of crusading triumph and enthusiasm, but destined to pass all too soon. It was the result of the fact that the Pullman management, which at first had adopted the policy of ignoring the existence or discounting the significance of the Union, later became concerned, if not alarmed by the response of the porters, and began to strike back through its Negro welfare workers with the most effective weapon of all, the discharge.

Soon, the Brotherhood faced its "winter of discontent."

Wage Conference

In order to deprive the Brotherhood of the force of one of its effective grievances and weapons, the charge that porters were the victims of starvation wages, Pullman called a second Wage Conference and had porters elected delegates to it in 1926. At this Conference the porters were granted an eight percent increase in wages, raising the minimum monthly wages from $67.50 to $72.50, which of course, the Brotherhood ridiculed as picayune, although it claimed credit for same.

But the point here is that in electing delegates to the wage conference under the Employee Representation Plan, the Management struck a heavy blow to undermine the morale of the porters and weaken the Brotherhood by placing a red check by the name of every porter who refused to vote in the election, which invariably was followed by the District Superintendent calling the porter in to question him about his failure to vote, advising, with a plentitude of profanity, that he could go home and stay until he was sent for: or he was given thirty days book-suspension, or he was fired outright, and bluntly told to go to the Brotherhood and get a job; or to go out on State Street in Chicago, Seventh Avenue in New York City, Central Avenue in Los Angeles, Seventh Street in Oakland, California, Market Street in St. Louis, Missouri, or "U" Street in Washington, D. C., Liberty Bell in Philadelphia, for work.

It worked.

It was intimidation.

It scared the porters to death.

Many of them fled from the Brotherhood as though it was a leper.

It was, in very truth, the beginning of the Brotherhood's time of troubles.

The Mighty Legion of Fear

Fear stalked abroad in the land, and like "Banquo's Ghost," bobbed up ever and anon, and would not down.

A sort of creeping paralysis of the Brotherhood spirit set in. Fair-weather Brotherhood men fell away. But, a hard core remained like Gideon's "300" who conquered the Midianites.

Brotherhood cells, composed of true and tried members remained functioning the while, in their underground habitat. From time to time the underground of the Brotherhood was penetrated, a good solid member was framed and picked off and was forthwith held up to the porters as an example of a porter who was too smart for his own good.

It always hit the bull's eye, for following the dismissal of a strong Brotherhood man anywhere, with grape-vine effectiveness, it seeped into every nook and crevice of the porters' life and was the signal for the collapse of union interest, causing some strong men to lose heart and grow weak, and weak men to grow weaker and disappear.

Discharged porters were carefully pointed out as living symbols of the menace of the Brotherhood, unmistakably demonstrating that neither the Brotherhood nor any other group of Negroes, or for that matter white men, could make the powerful Pullman Company do anything it didn't want to do.

Wives of discharged porters, unaware of what the building of a labor union meant, and panic-stricken over the loss of wage income of their husbands, spread gloom throughout the Negro communities, giving strength to Pullman propaganda against the Union.

Attacks of the Negro Press

Perhaps the blackest chapter in the history of the Negro, which must eventually be written in full, was the well-nigh unanimous attack of the Negro press upon the Organization.

Brotherhood news was rejected, doctored or distorted and Pullman news or half-truths, misrepresentations or outright lies about the Brotherhood and its leaders by any little stool-pigeon, were given sensational headlines.

Realizing that the moral virtues of the Negro press were not beyond question and that some of the editors were hungry, Pullman bought space in Negro papers. In one instance, a big Negro publisher showed Brotherhood leaders the actual record of payments. Thousands of copies of Negro papers were bought and piled high in Pullman district sign-out offices, with a sign to porters "Take one, free."

Of course, it must be said that this form of journalistic venality is not peculiar to the Negro press. It manifests itself among the white press, too. But Negroes, being poor, cannot afford the luxury of any kind of moral corruption, especially at the expense of Negro workers, the economic foundation of the race.

It is no doubt also true that Negro editors were downright ignorant of the meaning and value of trade union organization to Negroes, and they seized upon racial discrimination in the American Federation of Labor as an excuse for their feudalistic anti-labor practices.

Besides, the Negro press is a bourgeois institution which is run to make profits first and save the race second, and was certainly not above resorting to all kinds of methods to make them.

Nor was this moral surrender in the tradition of the old pioneers of the Negro press like Samuel E. Cornish and John B. Russwurm, who published "Freedom's Journal" in New York City in 1827 as an uncompromising voice against slavery.

But, without question, the quality of Negro journalism has greatly improved in the last quarter of a century in content and form and with the new blood of youth, gives promise of a finer future.

Of course, the small, one-horse, four or eight-page newspaper was more inclined to go along than the "big boys" with a lush circulation and national advertising. The little fellows would "sell, too," if there was a buyer, but they would listen to the Brotherhood's bid if it had anything to offer, and even write up the leaders favorably as long as they were in town.

Such was the manifestation of moral decay of Negro professional leadership during the period of the mid-twenties, the era of the so-called Negro renaissance, which flourished among the Negro literati and art circles in New York City, with "Opportunity" Magazine of the National Urban League as the expression of the so-called "new Negro."

Negro Preachers and the Brotherhood

Two kings, Jehosophat of Judah and Ahab of Israel, standing on the hills of Samaria, arrayed in their royal robes, contemplating war upon Ramoth Gilead, seeking encouragement of a good omen, called upon four hundred prophets of their kingdoms to answer the question of Ahab: "Shall I go against Ramoth Gilead to battle or shall I forbear?"

"Go up, the Lord shall deliver it unto the hands of the king," the prophets replied.

But the kings, being skeptical and hesitant, called in the prophet Micaiah and presented the question to him and he replied, "I saw all Israel scattered . . . as sheep that have no shepherd." Micaiah was thrown into prison.

Abah followed the flattery of the professional prophets, went to war, and was slain and his army defeated.

Micaiah, the great and good prophet, though knowing the desires of the kings and in opposition to four hundred false prophets, chose to be a true witness.

Some, not all, of the top-level Negro preachers, unlike the great prophets of Israel, Elijah, Elisha, Amos, Micaiah and Isiah, who were poor shepherds or herdsmen, dedicated to Israel and the cause of righteousness, followed the course of Annas and Caiphas of the Temple of Jerusalem, and turned against the humble porter for Pullman, in some instances barring the doors of their churches to the leaders of the down-trodden porters.

But, albeit, the Negro church, too, naturally is changing.

While, in the main, ministers continue to preach the evangelism of Christ, they are increasingly turning their interests and attention to the economic, social and political welfare of their members, practically one hundred percent of whom are workers and sell their lives and energies in the labor market from day to day for wages, with which they purchase food, clothing and shelter.

The little, well-nigh illiterate store-front proletarian preacher, himself hungry, with shiny coat and pants, frantically scuffling to raise "Dollar Money"- to keep from being sent by the bishop to a barren parish, was with the Brotherhood, but the parson, literate and vocal, a "big name" in the community, with a "big church," "big car," "big house" and "big salary" was unfriendly, if not opposed to the Brotherhood and was not hesitant about preaching against it.

In fact, Negro church leaders who joined the exploiters of the Negro workers, betrayed the rich background of the Negro church, which was born in revolt against segregation and discrimination in the white church during slavery, under the leadership of such spiritual titans as Bishop Richard Allen of the African Methodist Episcopal Church.

But the white church, too, or rather some sections of it, all over the world, has sold its soul to the God of Mammon, and turned its back upon the children of men, especially black men.

Negro Leaders

While it cannot be said that Negro leaders of Negro national movements ever attacked the Brotherhood, it is a matter of record that none of them ever passionately championed the cause of the union porter until the long, hard, bitter struggle was crowned with success.

But, in justice to James Weldon Johnson, Secretary of the National Association for the Advancement of Colored People, and Eugene Kinckle Jones, Secretary of the National Urban League, it must be said that they were personally friendly to the Brotherhood in the early days.

Labor Conferences

Realizing the dual problem of making porters sound trade union members and making the black and white public aware of the origin, purposes and problems of the Brotherhood of Sleeping Car Porters, was a man-sized educational problem, leaders of the Organization, before many moons had passed, set up Labor Conferences in various cities where there was a fairly large Pullman district, for the purpose of discussing the place of organized labor in society; its relation to the home, church, school and government.

It was the opinion of Brotherhood leaders that one of the most effective ways to offset and overcome the attacks from the Negro press, church and other leaders, was to give the various groups in the communities and leaders knowledge of the grievances and problems of the porters and opportunity to discuss the origin, nature, function, aims and limitations of the Employee Representation Plan or Company Union, how it affected wages, hours of work and conditions of work of the porters in contrast with the Brotherhood, a bona fide labor union, financed and controlled by porters.

Some of the subjects included the history of organized labor, labor problems, standards of living, shorter work-week and work-month, labor-management cooperation, consumers and producers cooperatives, credit unions, civil rights, discriminations, racial and religious in the labor movement, company unions, yellow dog contracts, church and labor, government and labor, labor legislation, labor and political action, labor in war and peace, labor and health, government housing, labor press, strikes and the public, labor and capital, race and prejudice, etc.

Labor and the Community

These labor conferences usually began with Public Labor-Education meetings in some church or hall, with some prominent speakers, sympathetic with the aims and aspirations of the trade union movement with attractive musical programs and always, of course, emphasizing the particular struggle of the porters to build the Brotherhood of Sleeping Car Porters.

Local doctors, lawyers, government career men, trade union officials, ministers, educators, business men and artists, were brought into the conference to discuss their particular profession or calling in relation to labor.

Outstanding men in various fields participated in the conferences, such as Paul Douglas, then Professor of Economics at the University of Chicago and now United States Senator; Louis Wirth, Professor in the Department of Sociology of the University of Chicago; Mayor LaGuardia; Magistrate Charles Solomon; Norman Thomas; to suggest a few. In fact, it was the policy of the labor conference committee of the local Brotherhood divisions to enlist the cooperation of the local educational institutions in the city, especially the department of social science.

Committees that set up and carried on these labor conferences were composed of porters operating on railroads from day to day under the supervision and direction of the Zone Supervisor, an International Vice-President.

Experience and confidence gained by Brotherhood local leaders in program-building, establishing contact with colleges and universities in securing the cooperation of various professors to speak to the conference, appearing before ministers' alliances, women's clubs and talks with business leaders, gave the local porter-officials new perspectives, vision, faith and a sense of the belonging of labor, in general, and the porter in particular, in the constructive and creative life of their community.

Many of these brothers, active in the labor conferences, became members of the "hard core" of the Brotherhood when the movement hit upon evil times. These labor conferences tended to give moral, spiritual and intellectual underpinnings to the Organization. They were simple and unpretentious labor clinics where theory and practice met face to face in the battle of the porters for the right of self-organization and a better life.

Perhaps, these conferences provided the first opportunity not only for porters to participate in and run discussions on problems of labor, but were, no doubt, the first conferences primarily concerned with the fate and fortunes of organized labor developed by Negro workers in the history of Negro America.

Negro communities, mostly indifferent or opposed, were exposed for the first time to a frank advocacy and exposition of the cause of union labor in these conferences.

Only the high quality of speakers, consultants and resource leaders, some of whom came from the unions and leading colleges and universities, participated in these conferences and won respect and consideration from the Negro bourgeois talented tenth.

From the second or third year of the life of the movement, these labor conferences began and were held from coast to coast in practically all of the Pullman districts, and from year to year until the national election to determine representation of the porters in 1935, and, intermittently, thereafter.

What was the value of these conferences to the porters and the Negro communities?

First, they tended to break down the complexes of inferiority built up by low wages, harsh treatment and abuse which were the lot of the porters since the time they operated on wooden Pullman cars, equipped with kerosene oil lamps, heated with wood and coal stoves, and gave them a sense of importance, that they counted for something in the world and that life could be beautiful if you stood upon your hind legs and did something about it.

Second, since porters in the local divisions had the responsibility of planning, with the Zone Supervisors, these conferences, they developed a sense of the value of the educational principle of "learning by doing."

Third, they broadened and enlarged their perspective by taking them out of their narrow, provincial vocation and calling and putting them into contact with workers, black and white, in different industries and crafts as well as varied professional, educational and church leaders.

Fourth, they gave the porters a basic understanding and appreciation of the role of labor in modern society, giving the picture of the long, hard, bitter and bloody battles it has waged to win its rights.

Fifth, these conferences enabled black and white America to observe Negro workers in an entirely new role of not only trying to build a trade union, but also active in a veritable labor laboratory in quest of the whys and wherefores of organized labor and its mission in anceint, medieval and our contemporary times.

Sixth, they helped to provide the porters with facts and arguments, tools and weapons to defend and advance the cause of the Brotherhood, beset as it was from all sides by fair-weather friends and fanatical foes with left-handed support or right-handed attacks.

Seventh, the labor conferences helped porters to see that the effort to win recognition from the Pullman Company was no pink-tea party, but involved a long, hard pull, and that they could and would win if they fought hard enough and long enough.

Be it said that the labor conference idea was born of necessity. The Brotherhood's back was pressed against the wall. Pullman was hammering the union right and left. Membership was declining and funds were low, if, indeed, there were any.

Letters to Company

Time soon came for the application of the principles of education, agitation and organization discussed in the labor conferences.

Upon a basis of thousands of authorization cards signed by porters, designating the Brotherhood as their bargaining agent, A. Philip Randolph, General Organizer, wrote many letters to the Pullman Company, claiming the right to represent the porters, and requesting a conference, but no reply was ever received.

So great was the spell of the great power of the Pullman Company over the minds of the porters that not one expressed the slightest surprise at this fact.

In the opinion of porters, anyone who received a letter from the Big Office of the Pullman Company in Chicago, Illinois, was just lucky, and it was to be considered an event of no mean significance.

Appeal to the Mediation Board

Failing in the attempt at direct relations with the Company, application for the services of the Mediation Board to investigate and settle the dispute was made, October 19, 1926. Mediator E. P. Morrow, former governor of Kentucky, was assigned to the case. The Brotherhood claimed it represented a majority of the porters, and that the Employee Representation Plan, organized and controlled by the Company, had no status under the Railway Labor Act, recently enacted.

Of course, the Company called for the dismissal of the case on the ground that 85 per cent of the porters and maids had voted under the Employee Representation Plan in 1926; which was probably true. Under the Railway Labor Act of 1926, Pullman's Employee Representation Plan was legal, if there was no interference, influence or coersion.

A long delay ensued which caused porters, who were naturally suspicions, to circulate rumors to the effect that the Pullman Company had put in a "fix" on the Board.

It was not until February 14, 1927, that any notice was received from the Board concerning an investigation of the claims of the Union.

And it was May 4, 1927, before any investigation began.

August 9, 1927, the Mediation Board announced that the parties involved had failed to reach an agreement through the process of mediation and recommended arbitration.

Arbitration, which was voluntary, was accepted by the Brotherhood, but rejected by Pullman.

Mediator Morrow, lame-duck Republican politician from the Blue Grass State, was an easy going, Kentucky-colonel-looking type of Southerner, shuttled back and forth between Vice-President and General Manager, L. S. Hungerford and Randolph and Webster, who conferred with him in the Congress Hotel in Chicago, exercising his persuasive powers in the interest of the settlement of the dispute, but to no avail.

The Mediation Board closed the case July 12, 1928.

That this action created a let-down and widespread gloom among the porters, goes without saying, accompanied with the usual cynical comment, "I told you so."

Little did the leaders of the Brotherhood think while they were conferring with Mediator Morrow in Chicago that it would be ten long years before representatives of the Pullman porters and the BSCP would walk across the threshold of the doors of the Pullman Company to sit down around a table to negotiate a contract although as much was suggested by a rough and ready representatives of the Pullman shop crafts who came within an inch of losing their shirts in the strike of 1922.

Sought Ban on Tipping

Grabbing at every straw, with confidence of porters in the Brotherhood waning and funds non-existent, the Organization attacked tipping as a substitute for adequate wages and invoked the quasi-judicial powers of the Interstate Commerce Commission to compel the Pullman Company "to cease and desist from directly or indirectly informing or instructing applicants for positions as porters that they may expect increment to their wages from passengers" . . . on the ground that it was a violation of the Interstate Commerce Act. A brief was filed with the Commission to this effect by Henry T. Hunt, formerly mayor of Cincinnati, and member of the old United States Railroad Labor Board, September 7, 1927.

A hearing was held on the submission of the Brotherhood, despite Pullman's demand for the dismissal of the case in Washington, D. C., January 11, 1928.

March 5, 1928, the Interstate Commerce Commission by a vote of 4-3, decided that it did not have jurisdiction over the Brotherhood versus Pullman dispute.

The case of the porters was then pending before the Mediation Board.

This fight on tipping as a substitute for proper wages, carried on by the Brotherhood, secured nationwide publicity in the Associated Press, United Press, International News Service, Universal News Service and Scripps-Howard Service.

Material developed through an economic survey of the wages and work of porters by the Labor Bureau of New York City, was thoroughly exploited. The project was highlighted by comments by Heywood Broun, prominent columnist in the New York Evening Telegram, in support of a wage increase for Pullman porters, in which he said:

"The Pullman Company is a panhandler. Some federal police officers should take away the tin can from the corporation and confiscate its pencils. . . . I'm tired tipping the Pullman Company."

The reaction to this campaign against the Pullman Company was mixed approval and disapproval. The younger porters, who constituted the large majority of this class of employees, and lacked the necessary whiskers to hold down the so-called cream-tipping runs, were all for the proposed Brotherhood wage of $150 a month, without tips.

On the other hand, the bewhiskered gents who could, because of their closeness to the Company and a bit of Uncle Tomism, shift from their regular runs to preferential seasonal winter or summer lines and had salted away a fairly good swag of dough, blasted the no-tipping campaign as a pipedream of a bunch of radical upstarts, which, if successful, might make porters' jobs attractive to extra-racial competition.

Strike Maneuver

During some two years, more or less, the consistent refusal of the Company to deal with the Brotherhood was convincing proof that the porters had to do something more fundamental and challenging than letterwriting and speech-making.

Thus, in March, 1928, the Brotherhood, through its two-man Strike Committee, Randolph and Webster, decided upon a strike vote. The purpose of this strategy was to get President Calvin Coolidge, who had been made aware of the problem of the porters, to set up an Emergency Board to investigate the dispute between the Brotherhood and the Company, and report its findings to the President, which was designed to mobilize public opinion back of said findings.

Of course, the Brotherhood was acting upon the assumption that an Emergency Board would discover its claims to be true.

It is correct to state that Brotherhood leaders were hopeful that an actual strike would be avoided, since the financial resources were practically nil and the organizational machinery weak, although strikes, if not wholly successful, had been staged before by workers without great funds or strong unions.

While President Carry in reply to queries from the press, had indicated unconcern about the proposed strike, vast preparations to offset it by arranging for the housing and feeding of strike-breaking porters in Pullman cars in the railway yards throughout the country, were made.

Specifically Mr. Carry stated:

"The Pullman Company is prepared to maintain its services to the public, is not losing any sleep over the situation and does not anticipate that any of its patrons will be inconvenienced. The Company is fully conversant with the activities of certain outside agitators to cause defection in the ranks of its porters, a large majority of whom are not in sympathy with the movement and will remain on the job. The strike movement fostered by agitators, who are not employees of the Company, was an attempt to induce and persuade the employees of the Pullman Company to violate their contract with the Company, especially so in view of the fact that the agreement provides that there shall be no strike or lock-out."

But, from various well-founded reports, many passenger and large organization passenger movements had been cancelled on account of the announced strike date of June 8, 1928.

Board Discounts Strike Threat

But, the Board of Mediation, in a telegram to the Brotherhood by Secretary John Marrinan, stated, ". . . with reference to certain differences between the Brotherhood of Sleeping Car Porters and the Pullman Company, our file C1-107 and your application that the Board of Mediation take action under the provisions of Section 10 of the Railway Labor Act, you are advised that after having given full consideration to the presentation made by both parties, and in view of the facts and circumstances surrounding the situation, it is the judgment of our Board that at this time, an emergency as provided for in the said section, does not exist in this case."

This action of the Board was branded as "strange and unjustifiable" by Brotherhood leaders, but after consultation with President William Green of the American Federation of Labor in Washington, D. C., a few days before the strike date, with a view to securing his aid in getting favorable action from the Mediation Board, and his recommendation that the strike be postponed because economic conditions were not favorable for a stoppage, the strike was postponed.

President Green stated: "For obvious reasons, a strike at this time would play into the hands of the Pullman Company. It is my firm conviction that the best interests of all workers concerned would be served through the potsponement of strike action and the substitution therefor of a campaign of education and public enlightenment regarding the justice of your case and the seriousness of your grievances."

The Strike Committee accepted the advice and called off the strike June 8, 1928, emphasizing postponement to take the edge off the collapse of their strategy.

But, even an ill wind may blow some good. At least, such was the case with the Brotherhood's strike maneuver, which was thoroughly scored by the Communist "Daily Worker," the American *Pravda,* and some porters expressed disappointment with the Brotherhood's strategy, having lost in every effort made under the Railway Labor Act.

Perhaps, the one hidden jewel in this whole strike enterprise was aptly expressed by M. P. Webster, First International Vice-President, when he pointed out that "the threatened strike had reversed the concept of the American public from the stereotype of a shuffling, tip-taking porter to an up-standing American worker, demanding his right to organize a union of his own and a living wage. This strike threat made the front page of every paper in the nation and promptly stopped the public from thinking of the porter as "George, and laughing at him as a joke."

The force and logic of this observation can be readily understood when it is realized that "this was the first time in the history of the United States that a large mass of Negroes, submarginal workers, conditioned as inferiors, threatened to project a strike on a national scale under Negro leadership," stated Dr. Brailsford R. Brazeal, who received his doctorate on his thesis, *The Brotherhood of Sleeping Car Porters.*

The strike maneuver unquestionably gave the fight of the porters status, although it was followed by a breakdown of morale and a drastic decline in membership.

Here was the Brotherhood's Valley Forge

Brotherhood membership interest sank so low that Abe Harris and Sterling Spero, up and coming advanced economists, lured by the Marxist exposition of social progress, pronounced in a pretentious, pontifical tone the funeral rites over the sad remains of the Brotherhood, when they said:

In the chapter on "Pullman Porters" in *The Black Worker* by Spero and Harris, 1930, "The great pity of the virtual collapse of the porters' union lies not merely in its effect upon the porters who have grievances which sorely need correction, but in its effect upon Negro labor generally. The hope that this movement would become the center and rallying point of Negro labor as a whole is now dead. Of course, a substantial nucleus of the Brotherhood still remains intact, and it may be that in another crisis, it will again grow into an important movement. The chances are, however, that it will be a long time before Randolph or any other leader of this group will again be presented with opportunities as favorable as those which were missed."

But the belabored movement just keeps on living and growing, which should be, a lesson to over ambitious prophets to tread lightly in the unpredictable realm of labor economics.

It robbed the Octavius Roy Cohens of a perennial folklore subject which made the porter an object of fun and ridicule.

The strike threat strengthened the fight of the Negro for civil rights and human dignity, and gave the porters in particular and Negro workers in general, a sense of distinct worth in the great struggle of the American workers for a better tomorrow.

Legal Battles Against Employee Representation Plan

Ever cognizant that the Employee Representation Plan stood between the Brotherhood and recognition, like Cato the old Roman Senator who ever cried out, "Carthage must be destroyed," the Brotherhood leaders never ceased to declare that the Employee Representation Plan must be abolished.

In this fight, Brotherhood leaders were greatly heartened by an injunction granted by Judge Hutcheson of the Federal District Court of Texas ordering the Texas and New Orleans Railroad to disestablish its company union complained against by the Brotherhood of Railway Clerks, August, 1927, which was finally upheld by the United States Supreme Court; the essence of the decision being that the Texas and New Orleans Railroad financed and otherwise controlled their employees organization in violation of the Railway Labor Act of 1926.

This was sufficient cue to the Brotherhood to initiate action for an injunction against the Employee Representation Plan, October 14, 1930, in the Federal District Court of Northern Illinois, but Judge Charles E. Woodward refused to uphold petition, October 15th.

Continuing its attempt to torpedo the Employee Representation Plan by court action in 1932, the Brotherhood petitioned for a permanent injunction to restrain Pullman from operating its Plan in violation of the Railway Labor Act of 1926 and the Norris-LaGuardia Labor Injunction Act of 1932. Judge E. Q. Johnson of the Federal District Court of Northern Illinois, upheld the petition of the Brotherhood, November 12, 1932, including the right to sue which had been denied by the Company on the grounds that the Brotherhood was an unincorporated body. But he also invoked some legalistic metaphysics which negated the value of the decision to the Union.

Judge Woodward finally, in a hearing before him, dismissed the Brotherhood's injunction for want of equity, January 15, 1934.

Amended Railway Labor Act

With the election of Franklin D. Roosevelt in 1933, a legislative revolution on the labor question followed with the enactment of the National Industrial Recovery Act and the Emergency Transportation Act, but porters were only to suffer the dual disappointment of exclusion from the benefits of the former, because they were employees of a carrier engaged in interstate transportation and the latter because the carrier for whom they worked was not a railroad.

To escape this dilemma, the Brotherhood requested Joseph B. Eastman, Coordinator of Railroad Transportation, to investigate the Employee Representation Plan, and that the Emergency Transportation Act of 1933 be amended which would cause it to apply to "any sleeping car and express company." This amendment was supported by the twenty-one railroad labor unions and the Committee on Interstate Commerce.

When Brotherhood leaders discovered that sleeping car porters were, unlike, other classes of railway employees, not specifically written into the Amended Act, they fought for the inclusion of sleeping car porters and dining car employees in the Act, and won, which alone made it possible for porters and dining car employees to be directly represented by the Brotherhood and the Dining Car Employees Union before the National Railroad Adjustment Board.

The Great Election

Since the amended Railway Labor Act made it possible to determine representation, which ended the life of the company union in the railroad industry, there was no future for the old Employee Representation Plan.

But, no one can gainsay the resourcefulness of the Pullman Company as shown by the fact that porter-officials of the Employee Representation Plan, promptly formed July 25, 1934, the Pullman Porters Protective Association, labelled by the Brotherhood as the "voice of Jacob, but the hand is the hand of Essau."

Federal Union Charters

After the long, hard fight to build the Brotherhood had settled down and lost its glamour, leaders of the Brotherhood who had been critical of the A. F. of L. because of racial discriminations of which some of its national and international unions were guilty, in order to secure the support of the labor movement against the Pullman Company, and reactivize the porters and raise their morale, which had sunk way down in the valley of despair, made application to the American Federation of Labor for federal charters.

The application was bitterly opposed by the International Hotel and Restaurant Employees Alliance and the International Bartenders League, claiming jurisdiction over the porters, but the fact that it had made little effort to organize this class of employees, rendered its position quite vulnerable and untenable.

Thus, in 1929, the year of the Great Boom of the United States, the A. F. of L. granted federal charters to the Pullman porters through the intercession of the leaders of the Brotherhood in some thirteen cities throughout the country.

It proved to be a shot in the arm and helped to revive the rapidly fading interest of the porters in the Union.

Conventions

Structure and power of the Brotherhood was planned and built in the periodic conventions, the first of which was held in 1929, in Chicago, Ill., following the granting of federal charters to the Brotherhood.

Subsequent conventions followed in St. Louis in 1930, Kansas City, Missouri, in 1932, Cincinnati, Ohio, in 1936, the fifth and first biennial convention in Chicago, Illinois, in 1938, New York City, the sixth convention, in 1940, St. Louis, Missouri, again in 1942, Cleveland, Ohio, in 1944, Chicago, Illinois, again in 1946, Detroit, Michigan, in 1948 and this mid-century, 1950, in New York City again, its birthplace and home.

Attacks BSCP and AFL

The entry of the porters in the AFL was the signal for a barrage of attacks upon the Brotherhood by Negro leaders who did not only oppose the A. F. of L., but organized labor as such. The brethren of the Kremlin also fought the Brotherhood and the A. F. of L.

Randolph was generously damned and accused of having sold out the porters to William Green, President of the American Federation of Labor.

Interestingly enough, while porters were placed in the federal unions of the A. F. of L., the Brotherhood of Sleeping Car Porters, as a national trade union, was never disbanded, but remained as the agency of propaganda among the porters and the public, until an international charter was received from the A. F. of L.

The Brotherhood functioned through federal charters from 1929 to 1936, paying a per capita of 35 cents per member.

International Charter

The triumph of the Brotherhood in the fight against the claims of jurisdiction over the porters by the Hotel Alliance did not deter the Order of Sleeping Car Conductors from applying to the Executive Council of the A. F. of L. for jurisdiction over the porters, which was granted to them in 1934.

Under a vigorous protest by Brotherhood leaders Randolph and Webster at the San Francisco Convention in 1934, at a show-down conference with the late Frank Morrison, Secretary-Treasurer of the A. F. of L., and President Warfield of the Order of Sleeping Car Conductors, the Executive Council rescinded its decision giving over the porters to the conductors, which, by the way, had and still has a color clause in its constitution.

After an investigation of the membership, administrative personnel and financial status of the BSCP, the Executive Council of the A. F. of L. voted to grant it an international charter and so notified the Brotherhood on August 17, 1936. Of course, in the light of the victory of the Brotherhood in the representation election held by the National Mediation Board, the A. F. of L. hardly had any other alternative.

The international charter gave the Brotherhood new force and the membership a new impetus.

Rebuff to the Brotherhood

Hard upon the heels of pro-labor legislation, and under the provisions of the Amended Railway Labor Act of 1934, a letter requesting a conference was forthwith directed to the Pullman Company, which was answered denying that the Brotherhood represented the porters, whereupon appeal was made to the Mediation Board for adjustment of the dispute between the Brotherhood of Sleeping Car Porters and the Pullman Porters Protective Association, October 5, 1935.

The Mediation Board ordered and made an investigation of the claims of both organizations.

The Pullman porters' dispute involved the first national election held under the amended Railway Labor Act of 1934.

The election started May 27, 1935, and ended June 27, 1935.

Results: Brotherhood received 5,931 votes and the Pullman Porters Protective Association 1,422. The total number of votes cast was 7,422.

The Brotherhood was officially certified as the duly authorized bargaining agent of the porters by the National Mediation Board, July 1, 1935.

Conference with Company

Immediately upon certification of the Brotherhood as the bargaining agent, A. Philip Randolph wrote President Carry of the Pullman Company asking for a conference, which request was granted.

Conference was set for July 29, 1935. This date marked the first time Brotherhood representatives ever crossed the threshold of the doors of the Pullman Company.

Negotiations began September 16, 1935, and representatives of the Company and the Organization met again October 2nd. October 4, negotiations were broken off.

The National Mediation Board was called into the case October 5th.

Mediation proceedings were ordered to be started January 23, 1936, with the Management stalling for time.

The slow process of mediation under the efficient Mediator, Robert S. Cole, was entered upon April 1, 1937, almost two years after the winning of the election by the Brotherhood in 1935.

Twelve years after the Brotherhood was started in New York City, it signed its first contract with the Pullman Company, August 25, 1937.

An interesting sidelight on the negotiations that were held in the Conference Room of the old Pullman Building at 69 Adams Street, Chicago, was a bit of dry humor expressed by Bennie Smith, after observing a bevy of pigeons perched on the window ledge, that "the pigeons are still with us." It evoked no comment although everyone in the room was fully aware of the significance of the reference made by Smith.

Adjusting Grievances

Following the certification of the Brotherhood, July 1, 1935, the first case presented to the National Railroad Adjustment Board was for Porter John W. Beasley, one of the charter members of the Brotherhood, in the Chicago Division.

The victory of the Brotherhood in this case, handled by Attorney C. Francis Stratford of Chicago, won for the Brotherhood a new status of power and authority among the porters.

Upon the conclusion of this case, Milton P. Webster, First International Vice-President, took over as the "head grievance man," and since has handled all of the grievances and claims of porters who are members of the Brotherhood before the National Railroad Adjustment Board, and has chalked up a distinguished and enviable record of gains, which has secured for the Organization respect and prestige.

Ladies Auxiliary

Realizing that the role of help-meet which woman plays to man in the home had to be extended to larger areas of work and life if the porters expected to win the fight for recognition, living wages and decent working conditions, and that the worst enemy of a union porter is a uninformed, anti-union and unsympathetic wife, Brotherhood leaders, within a few months following the formation of the Brotherhood, set up a ladies auxiliary known as the Colored Women's Economic Council, in 1925.

The pioneer women relatives of the porters did not only back the Brotherhood movement and give cooperation and inspiration to the brothers, but they gave parties to help raise funds for the poverty-stricken union and called upon porters' wives in their homes and urged them to see to it that their husbands joined the Brotherhood and requested them to join the Colored Women's Economic Council.

In pattern of structure, the Ladies Auxiliary is comparable to the Brotherhood. Its program of education and cooperation with the Brotherhood is constructive and fundamental.

Workers' Education Schools

Every year, as part of the educational program of the Auxiliary, members of the Auxiliary are given scholarships to attend workers' education schools during the summer at the University of Wisconsin and the Hudson Shore Labor College in New York.

Women who take courses in the Workers' Education Schools return to their auxiliaries fired with a new faith, determination and devotion to build a strong auxiliary to support and help build a bigger and better Brotherhood.

The various auxiliaries study and keep abreast of legislation involving housing, minimum wages, rent control, the National Labor Relations Act, Railway Labor Act, unemployment insurance, Railroad Retirement and Social Security questions that affect the homes of the porters.

The range, form and content of the debates on the floor of the biennial conventions of the Ladies' Auxiliary are of far-reaching educational value and challenge.

What Has the Brotherhood Done for the Porters?

By the negotiations of a bona fide agreement for and in behalf of the porters, the right of seniority was, for the first time in the porters' history, given legal reality.

Plan Agreements

There had been three wage agreements negotiated under the Pullman Employee Representation Plan, 1924, 1926 and 1929, and strangely enough, although those conferences were called "wage conferences," there was nothing in the so-called agreements about wages. No wage scale could be found between its covers.

Pre-Brotherhood Porters' Wages

In 1883, porters received a wage of $12 a month.
In 1897, porters received a wage of $20 a month.
In 1911, porters received a wage of $27.50 a month.
In 1915, porters received a wage of $30.00 a month.
In 1918, porters received a wage of $48.50 a month.
In 1919, porters received a wage of $60.00 a month.
In 1924, porters received a wage of $67.50 a month.
In 1926, porters received a wage of $72.50 a month.
In 1929, porters received a wage of $77.50 a month.

Wage Decrease

In 1932, a wage decrease of five dollars was imposed upon the porters.

Between 1933 and 1935, the deduction of five dollars was restored to the porters.

From 1925, the birth-year of the Brotherhood, the existence of the Organization was no doubt a factor in bringing about the wage increases in 1926 and 1929, which were obviously granted as a measure of appeasement of the growing unrest among the porters and to wean them away from this troublesome newcomer in the Pullman industry, the Brotherhood.

Wage Rates Under Brotherhood Contract

In 1937, the first agreement was negotiated by the Brotherhood with the Pullman Company concerning rates of pay and rules governing working conditions. The wage increase was $12 a month, thereby making the minimum pay $89.50 a month; maximum $100.50

1941

In 1941, the Brotherhood secured a wage increase of ten cents an hour, or $24.00 a month, raising the monthly minimum pay to $113.50. It was retroactive to September, October and November.

1943

In 1943, the Brotherhood secured a wage increase of ten cents an hour, or $24.00 a month, raising the monthly minimum wage to $137.50.

1946

In 1946, the Brotherhood negotiated a wage increase of eighteen and a half cents an hour, or $44.40 a month, raising the minimum monthly wage to 181.90.

1947

In 1947, the Brotherhood negotiated a wage increase of fifteen and a half cents an hour, or $37.20 a month, raising the minimum wage to $219.10 a month.

1949

In 1949, the Brotherhood negotiated a wage increase of seven cents an hour, or $14.35 a month, raising the minimum monthly wage to $233.40

Pre-Brotherhood Work-Month, 1924

Under the Pullman Employee Representation Plan, 11,000 miles constituted a basic month's service.

Overtime was paid at the rate of sixty-hundreths (60/100) of one cent per mile.

Work-Month Under the Brotherhood, 1937

In 1937, when the first contract was negotiated with the Pullman Company by the Brotherhood, it was agreed that 240 hours would constitute a basic month's service. Overtime to be paid at the rate of time-and-one-half after 260 hours.

1949

In 1949, the Brotherhood negotiated an agreement providing that 205 hours shall constitute a basic work-month. Overtime to be paid at the rate of time-and-one-half after 240 hours of service.

Vacation with Pay, 1944

Before the advent of the Brotherhood, there was no such thing as vacation with or without pay.

In 1944, the Brotherhood negotiated an agreement with the Pullman Company providing for one week's vacation with pay.

In 1950, the Brotherhood negotiated an agreement with the Pullman Company providing for six days vacation with pay for porters with less than five (5) years in the service, and twelve days vacation with pay for porters with five (5) or more years of service.

It also provides that a porter on an assignment, a round trip of which involving more days than the twelve days vacation allowed, shall be given the number of days in the round trip with pay. Thus, porters on long cross country trips covering fourteen, sixteen or eighteen and twenty days will receive a vacation of the said number of days in the round trip with pay, the vacation beginning at the end of his regular lay-over.

Canada

Across the border, sleeping car porters who worked for the Canadian Pacific and Canadian National, like their brothers who worked for Pullman, were the victims of gross exploitation because of the lack of organization.

The pay was low, hours long and treatment bad.

The Canadian Pacific Railway Company, which admits following the Pullman Company with respect to some things, had adopted a welfare plan comparable to the Pullman Welfare Plan.

The Canadian Pacific had its company union which was of the same pattern as the Pullman Company's company union.

Porters distrusted the porter-instructors in Canada just as they did in the States. Color discrimination tended to limit job opportunities for Negroes in the Dominion of Canada just as it did in the United States.

This racial condition created fear in the hearts of the porters about the result of affiliation with a bona fide trade union, such as the Brotherhood.

But long, hard and relentless education and agitation by the Brotherhood leaders A. Philip Randolph, International President, and Bennie Smith, Second International Vice-President, the latter of whom, incidentally, had at one time worked for the Canadian Pacific as a sleeping car porter, broke down this state of fear and porters were finally organized.

Right of Representation

The problem of winning the right of representation of the porters as the duly authorized bargaining agent, was unusually difficult.

The Canadian Pacific has not even yet conceded the right of the Brotherhood to designate the person who shall sign agreements. It insists that its own employees shall also sign agreements.

However, no doubt, as a result of legislation amending the Industrial Relations and Disputes Investigation Act in 1948 by the Senate and House of Commons, the Brotherhood can designate such representatives as it deems necessary to sign agreements and be upheld by law.

Pioneers

Some of the old pioneers in the struggle to organize the sleeping car porters on the Canadian Pacific were Joe Jones of Montreal and Shirley Jackson of Toronto.

Both labored long and hard to win the fight to organize the porters in the Brotherhood.

Joe Jones of Montreal who grieved and worried about the bitter battles to organize the porters, died before the Brotherhood became the force it now is in Canada.

Canadian porters and the Brotherhood who benefited by the tireless devotion and sacrifice of Brother Joe Jones should never forget him.

Canadian League for the Advancement of Colored People

Noting the very same problem of color in Canada which exists in the States, leaders of the Brotherhood set up the Canadian League for the Advancement of Colored People. Many interesting and enthusiastic public meetings were held, and some victories for the cause of better racial relations have been won.

Unlike the U. S. A. there were no public figures of color or agencies that sought to block the progress of the Brotherhood in Canada.

Northern Alberta Railways

In addition to the Canadian Pacific, the Brotherhood also holds a contract with the Northern Alberta Railways with headquarters in Edmonton, Canada. Only a few porters work on this road.

Canadian National

Plans are now under way to organize the sleeping car porters on the Canadian National which is similar in scope to the Canadian Pacific. Porters on the Canadian National have an industrial kinship with the porters on the Canadian Pacific and Pullman Company and belong in the same union.

Pre-Brotherhood Wages

The wage history of the porters on the Canadian Pacific is quite similar to the wage history of the porters in the Pullman service, with slightly higher pay than Pullman porters up to 1937.

Monthly rates of pay for Canadian Pacific porters were as follows from 1906 to 1943:

1906	$30.00	1927	80.00
1909	32.00	1941, June	$88.36
1915	32.00	1941, Sept.	93.97
1917	40.00	1941, Nov.	95.82
1919	75.00	1942, Aug.	98.42
1920	75.00	1943, Sept.	110.90
1922	75.00		

Monthly cost of living bonus added to rates as follows:

1	$ 8.36	3	15.82
2	13.87	4	18.42

Wages Under Brotherhood, November, 1943

In 1943, the Brotherhood negotiated a monthly wage increase for the porters of $12.48 a month, which raised the minimum monthly wage to $112.41.

1946

In 1946, the Brotherhood negotiated a monthly wage increase of $20.80 for the porters, raising the minimum monthly wage to $133.21.

1948

In 1948, the Brotherhood negotiated a monthly wage increase of $40.80, which raised the minimum monthly wage to $184.01.

Pre-Brotherhood Work-Month

Before the Brotherhood entered the industrial picture of the Canadian Pacific porters, there was no definite regulation work-month.

Work-Month Under the Brotherhood, 1943

In 1943, the Brotherhood of Sleeping Car Porters negotiated for and signed an agreement providing for a basic 240-hour work--month.

1945—Vacation with Pay

In 1945, the Brotherhood negotiated for and received six days vacation with pay for the sleeping car porters.

1948

In 1948, the Brotherhood secured an extension of vacation with pay to twelve days for porters of five or more years of service.

Wage Conference

Following the first wage conference which was full of vexations and problems, relations between the Canadian Pacific and the Brotherhood have greatly improved.

Today, grievances and claims arising between the porters and the management are being adjusted in districts reaching from coast to coast.

Local Divisions

Local divisions of the Brotherhood exist in Toronto, Montreal, Winnipeg, Calgary and Vancouver.

Handling Grievances

Considerable ability and skill have been developed by the Grievance Committees under the able supervision of Bennie Smith, Second International Vice-President, with the competent assistance of A. R. Blanchette, Field Organizer for the Dominion of Canada, who has been well-trained and developed by Brother Smith.

Dues Paying

Some of the best dues-paying divisions in the Brotherhood are in Canada.

Pullman Districts

In Toronto and Montreal, there are Pullman districts and Brotherhood Divisions with Pullman porters that follow the same general program that govern Pullman porters in the United States.

Ladies' Auxiliary

In all of the various Canadian Pacific and Pullman divisions in Canada there are ladies auxialiaries that follow the same policies and principles that are followed by the auxiliaries in the States.

These auxiliaries have been of tremendous support and help to the Brotherhood. Some of the members of the auxiliaries in Canada, like their sisters in the states, have attended the Hudson Shore Labor College and the University of Wisconsin on scholarships provided by the International Ladies Auxiliary.

Structure

The Brotherhood of Sleeping Car Porters is basically and fundamentally a trade union. It is a trade union dedicated to the proposition of developing and advancing the economic status of its membership. Its program is based upon a pure trade union philosophy of developing a strong organization to protect the workers' interests on the job.

The basis of the organization is the local membership, composed of some 18,000 workers, in 117 local divisions. Local officers and delegates to the International Conventions are elected by the paid-up members of the local divisions. Local officers and delegates to the International Conventions are elected biennially, and the officers serve for the term of two years. Delegates elected to the International Conventions come from the various locals of the country. When organized in Convention, they are the supreme power of the organization. Ninety-nine per cent of the delegates to the International Conventions are lay members—sleeping car porters, train porters, chair car porters and attendants. They are in supreme authority and during the deliberations of the Conventions, legislate the policy of the organization and elect the International officers who serve for the ensuing term of two years.

In the interim of the Conventions, the International Executive Board, composed of thirteen members, the majority of whom are lay members, is the supreme authority of the organization. The International Executive Board meets twice per year and is empowered to meet on its own motion any time between conventions when the occasion necessitates it. Nominations of all International officers are made from the floor of the Convention, and the International officers are elected by a majority vote of the Convention. The International officers and the International Executive Board make reports to the International Convention delegates of their stewardship of the organization's program of the period between International Conventions.

The organization is financed solely from the dues and taxes collected from the members of the organization, according to the regulations and provisions of the Brotherhood's Constitution. It does not engage in any extra-curricular activities to raise its funds.

Program

The Brotherhood of Sleeping Car Porters follows a strictly trade union program. It bargains for wages and working conditions. It handles grievances and claims of its members with the various carriers of the nation. It makes available to its membership all the rights and privileges that exist under the Railway Labor Act, the Railroad Retirement Act, the various Workmen's Compensation Acts, and all the laws that offer any means of protection to railroad men. It maintains an efficient staff for handling grievances, and a legal staff to handle legal questions involving the members of the organization.

Administration

This organization functions through its local divisions. For administration purposes, the organization is divided into five zones where zone officers maintain a staff of competent workers to supervise the officers of the local divisions to carry out the functions of the union. In each division there are a series of committees, the most important of which is the Committee on Organization and Education.

Members of the Committees on Organization and Education run in numbers of five or six in small districts, and in the hundreds in large districts such as New York and Chicago. These committees are composed of lay members, the porters, attendants and bus boys. They meet from time to time to carry on the organization and educational functions of the movement. They are continually keeping before the membership their responsibility to the organization in attending meetings and paying dues and taxes. The most important part of the function of these Committees is its program to develop the highest type of efficiency on the job, and, the highest type of organization to protect the job.

Committees on Grievances and Claims

The committees who handle the grievances and claims in the various divisions are selected from the lay membership of the organization. This machinery is developed to the highest point of efficiency on a local, zone and national level. When members of the organization are called in on complaints, the members of the Grievance Committee assist the members in preparing their statements on the complaint. If the complaint reaches the point where the employee is given a hearing under the rules of the contract, the Committee represents him in the hearing.

Claims for short payment or for violation of the contract are also handled by these Grievance Committees under the direction of the International officer in charge of the zone. The handling of grievances and claims is strictly supervised by the International organization. As a result of the efficient handling of these matters by the organization, the attitude of many carriers and The Pullman Company in disciplining this class of men has been revolutionized. Some carriers only had one penalty exacted of porters, and that was discharge. The competency of the Brotherhood's machinery has made discharge quite expensive to the carrier when it is not based on sound reasons, and many cases are settled without going beyond the Company.

National Railroad Adjustment Board

The Brotherhood progresses cases which are not settled with the Railway Managements to the Third and Fourth Divisions of the National Railroad Adjusment Board. A special officer and staff are provided for that purpose in the Chicago Division headquarters. Thousands of dollars have been collected on claims for members of this organization. Many men have been returned to their jobs after having been unjustly dicharged, and back pay for being wrongfully discharged has been collected up to $7,000 for one individual member. The aggressiveness with which this organization pursues this matter commands the respect of railroad carriers of the nation, and its members definitely have good job security.

Train Porters

Because train porters fell within the main category of porters from the point of view of kinship of vocation and industry, the Brotherhood made application to the Executive Council of the American Federation of Labor for jurisdiction over this class of employees.

On June 27, 1939, the Executive Council of the American Federation of Labor granted jurisdiction to the Brotherhood over colored train porters in day coaches.

This action of the Brotherhood was in response to numerous appeals of train porters and chair car attendants on a large number of the railroads of the country to the Brotherhood for help.

When the Brotherhood entered the field to organize train porters, this class of workers was the victim of low wages and bad working conditions, without any recognized standards or system of work or any rights a white railroad official or worker was bound to respect.

At an expense, up to date of thirty-five thousand dollars ($35,000) or more, notable victories in the form of permanent injunctions in Federal District Courts and Circuit Courts of Appeal in Kansas City, Mo., Minnesota and Chicago, Illinois, have been won by the Brotherhood for train porters.

These injunctions restrained the Missouri-Kansas-Texas and the Atchison, Topeka and Santa Fe Railroads, the National Railroad Adjustment Board, and the Brotherhood of Railroad Trainmen from proceeding with action to displace train porters from the head-end of the trains.

Railroad Contracts

The Brotherhood of Sleeping Car Porters holds contracts on the following railroads:

Alton Railway Company—Train Porters
Alton Railway Company—Parlor Car Porters
Atlantic Coast Line—Chair Car Porters, Attendants and Maids
Baltimore and Ohio Railroad Company—Train Porters
Canadian Pacific Railway Company—Sleeping Car, Parlor Car and Buffet Car Porters
Central of Georgia Railroad Company—Train Porters
Chesapeake & Ohio Railroad Company—Train Porters
Chicago, Burlington & Quincy Railroad Company—Chair Car Porters

Letters to Company

Time soon came for the application of the principles of education, agitation and organization discussed in the labor conferences.

Upon a basis of thousands of authorization cards signed by porters, designating the Brotherhood as their bargaining agent, A. Philip Randolph, General Organizer, wrote many letters to the Pullman Company, claiming the right to represent the porters, and requesting a conference, but no reply was ever received.

So great was the spell of the great power of the Pullman Company over the minds of the porters that not one expressed the slightest surprise at this fact.

In the opinion of porters, anyone who received a letter from the Big Office of the Pullman Company in Chicago, Illinois, was just lucky, and it was to be considered an event of no mean significance.

Appeal to the Mediation Board

Failing in the attempt at direct relations with the Company, application for the services of the Mediation Board to investigate and settle the dispute was made, October 19, 1926. Mediator E. P. Morrow, former governor of Kentucky, was assigned to the case. The Brotherhood claimed it represented a majority of the porters, and that the Employee Representation Plan, organized and controlled by the Company, had no status under the Railway Labor Act, recently enacted.

Of course, the Company called for the dismissal of the case on the ground that 85 per cent of the porters and maids had voted under the Employee Representation Plan in 1926; which was probably true. Under the Railway Labor Act of 1926, Pullman's Employee Representation Plan was legal, if there was no interference, influence or coersion.

A long delay ensued which caused porters, who were naturally suspicions, to circulate rumors to the effect that the Pullman Company had put in a "fix" on the Board.

It was not until February 14, 1927, that any notice was received from the Board concerning an investigation of the claims of the Union.

And it was May 4, 1927, before any investigation began.

August 9, 1927, the Mediation Board announced that the parties involved had failed to reach an agreement through the process of mediation and recommended arbitration.

Arbitration, which was voluntary, was accepted by the Brotherhood, but rejected by Pullman.

Mediator Morrow, lame-duck Republican politician from the Blue Grass State, was an easy going, Kentucky-colonel-looking type of Southerner, shuttled back and forth between Vice-President and General Manager, L. S. Hungerford and Randolph and Webster, who conferred with him in the Congress Hotel in Chicago, exercising his persuasive powers in the interest of the settlement of the dispute, but to no avail.

The Mediation Board closed the case July 12, 1928.

That this action created a let-down and widespread gloom among the porters, goes without saying, accompanied with the usual cynical comment, "I told you so."

Little did the leaders of the Brotherhood think while they were conferring with Mediator Morrow in Chicago that it would be ten long years before representatives of the Pullman porters and the BSCP would walk across the threshold of the doors of the Pullman Company to sit down around a table to negotiate a contract although as much was suggested by a rough and ready representatives of the Pullman shop crafts who came within an inch of losing their shirts in the strike of 1922.

Sought Ban on Tipping

Grabbing at every straw, with confidence of porters in the Brotherhood waning and funds non-existent, the Organization attacked tipping as a substitute for adequate wages and invoked the quasi-judicial powers of the Interstate Commerce Commission to compel the Pullman Company "to cease and desist from directly or indirectly informing or instructing applicants for positions as porters that they may expect increment to their wages from passengers" . . . on the ground that it was a violation of the Interstate Commerce Act. A brief was filed with the Commission to this effect by Henry T. Hunt, formerly mayor of Cincinnati, and member of the old United States Railroad Labor Board, September 7, 1927.

A hearing was held on the submission of the Brotherhood, despite Pullman's demand for the dismissal of the case in Washington, D. C., January 11, 1928.

March 5, 1928, the Interstate Commerce Commission by a vote of 4-3, decided that it did not have jurisdiction over the Brotherhood versus Pullman dispute.

The case of the porters was then pending before the Mediation Board.

This fight on tipping as a substitute for proper wages, carried on by the Brotherhood, secured nationwide publicity in the Associated Press, United Press, International News Service, Universal News Service and Scripps-Howard Service.

Material developed through an economic survey of the wages and work of porters by the Labor Bureau of New York City, was thoroughly exploited. The project was highlighted by comments by Heywood Broun, prominent columnist in the New York Evening Telegram, in support of a wage increase for Pullman porters, in which he said:

"The Pullman Company is a panhandler. Some federal police officers should take away the tin can from the corporation and confiscate its pencils. . . . I'm tired tipping the Pullman Company."

The reaction to this campaign against the Pullman Company was mixed approval and disapproval. The younger porters, who constituted the large majority of this class of employees, and lacked the necessary whiskers to hold down the so-called cream-tipping runs, were all for the proposed Brotherhood wage of $150 a month, without tips.

On the other hand, the bewhiskered gents who could, because of their closeness to the Company and a bit of Uncle Tomism, shift from their regular runs to preferential seasonal winter or summer lines and had salted away a fairly good swag of dough, blasted the no-tipping campaign as a pipedream of a bunch of radical upstarts, which, if successful, might make porters' jobs attractive to extra-racial competition.

Strike Maneuver

During some two years, more or less, the consistent refusal of the Company to deal with the Brotherhood was convincing proof that the porters had to do something more fundamental and challenging than letterwriting and speech-making.

Thus, in March, 1928, the Brotherhood, through its two-man Strike Committee, Randolph and Webster, decided upon a strike vote. The purpose of this strategy was to get President Calvin Coolidge, who had been made aware of the problem of the porters, to set up an Emergency Board to investigate the dispute between the Brotherhood and the Company, and report its findings to the President, which was designed to mobilize public opinion back of said findings.

Of course, the Brotherhood was acting upon the assumption that an Emergency Board would discover its claims to be true.

It is correct to state that Brotherhood leaders were hopeful that an actual strike would be avoided, since the financial resources were practically nil and the organizational machinery weak, although strikes, if not wholly successful, had been staged before by workers without great funds or strong unions.

While President Carry in reply to queries from the press, had indicated unconcern about the proposed strike, vast preparations to offset it by arranging for the housing and feeding of strike-breaking porters in Pullman cars in the railway yards throughout the country, were made.

Specifically Mr. Carry stated:

"The Pullman Company is prepared to maintain its services to the public; is not losing any sleep over the situation and does not anticipate that any of its patrons will be inconvenienced. The Company is fully conversant with the activities of certain outside agitators to cause defection in the ranks of its porters, a large majority of whom are not in sympathy with the movement and will remain on the job. The strike movement fostered by agitators, who are not employees of the Company, was an attempt to induce and persuade the employees of the Pullman Company to violate their contract with the Company, especially so in view of the fact that the agreement provides that there shall be no strike or lock-out."

But, from various well-founded reports, many passenger and large organization passenger movements had been cancelled on account of the announced strike date of June 8, 1928.

Board Discounts Strike Threat

But, the Board of Mediation, in a telegram to the Brotherhood by Secretary John Marrinan, stated, ". . . with reference to certain differences between the Brotherhood of Sleeping Car Porters and the Pullman Company, our file C1-107 and your application that the Board of Mediation take action under the provisions of Section 10 of the Railway Labor Act, you are advised that after having given full consideration to the presentation made by both parties, and in view of the facts and circumstances surrounding the situation, it is the judgment of our Board that at this time, an emergency as provided for in the said section, does not exist in this case."

This action of the Board was branded as "strange and unjustifiable" by Brotherhood leaders, but after consultation with President William Green of the American Federation of Labor in Washington, D. C., a few days before the strike date, with a view to securing his aid in getting favorable action from the Mediation Board, and his recommendation that the strike be postponed because economic conditions were not favorable for a stoppage, the strike was postponed.

President Green stated: "For obvious reasons, a strike at this time would play into the hands of the Pullman Company. It is my firm conviction that the best interests of all workers concerned would be served through the potsponement of strike action and the substitution therefor of a campaign of education and public enlightenment regarding the justice of your case and the seriousness of your grievances."

The Strike Committee accepted the advice and called off the strike June 8, 1928, emphasizing postponement to take the edge off the collapse of their strategy.

But, even an ill wind may blow some good. At least, such was the case with the Brotherhood's strike maneuver, which was thoroughly scored by the Communist "Daily Worker," the American *Pravda*, and some porters expressed disappointment with the Brotherhood's strategy, having lost in every effort made under the Railway Labor Act.

Perhaps, the one hidden jewel in this whole strike enterprise was aptly expressed by M. P. Webster, First International Vice-President, when he pointed out that "the threatened strike had reversed the concept of the American public from the stereotype of a shuffling, tip-taking porter to an up-standing American worker, demanding his right to organize a union of his own and a living wage. This strike threat made the front page of every paper in the nation and promptly stopped the public from thinking of the porter as "George, and laughing at him as a joke."

The force and logic of this observation can be readily understood when it is realized that "this was the first time in the history of the United States that a large mass of Negroes, submarginal workers, conditioned as inferiors, threatened to project a strike on a national scale under Negro leadership," stated Dr. Brailsford R. Brazeal, who received his doctorate on his thesis, *The Brotherhood of Sleeping Car Porters.*

The strike maneuver unquestionably gave the fight of the porters status, although it was followed by a breakdown of morale and a drastic decline in membership.

Here was the Brotherhood's Valley Forge

Brotherhood membership interest sank so low that Abe Harris and Sterling Spero, up and coming advanced economists, lured by the Marxist exposition of social progress, pronounced in a pretentious, pontifical tone the funeral rites over the sad remains of the Brotherhood, when they said:

In the chapter on "Pullman Porters" in *The Black Worker* by Spero and Harris, 1930, "The great pity of the virtual collapse of the porters' union lies not merely in its effect upon the porters who have grievances which sorely need correction, but in its effect upon Negro labor generally. The hope that this movement would become the center and rallying point of Negro labor as a whole is now dead. Of course, a substantial nucleus of the Brotherhood still remains intact, and it may be that in another crisis, it will again grow into an important movement. The chances are, however, that it will be a long time before Randolph or any other leader of this group will again be presented with opportunities as favorable as those which were missed."

But the belabored movement just keeps on living and growing, which should be a lesson to over ambitious prophets to tread lightly in the unpredictable realm of labor economics.

It robbed the Octavius Roy Cohens of a perennial folklore subject which made the porter an object of fun and ridicule.

The strike threat strengthened the fight of the Negro for civil rights and human dignity, and gave the porters in particular and Negro workers in general, a sense of distinct worth in the great struggle of the American workers for a better tomorrow.

Legal Battles Against Employee Representation Plan

Ever cognizant that the Employee Representation Plan stood between the Brotherhood and recognition, like Cato the old Roman Senator who ever cried out, "Carthage must be destroyed," the Brotherhood leaders never ceased to declare that the Employee Representation Plan must be abolished.

In this fight, Brotherhood leaders were greatly heartened by an injunction granted by Judge Hutcheson of the Federal District Court of Texas ordering the Texas and New Orleans Railroad to disestablish its company union complained against by the Brotherhood of Railway Clerks, August, 1927, which was finally upheld by the United States Supreme Court; the essence of the decision being that the Texas and New Orleans Railroad financed and otherwise controlled their employees organization in violation of the Railway Labor Act of 1926.

This was sufficient cue to the Brotherhood to initiate action for an injunction against the Employee Representation Plan, October 14, 1930, in the Federal District Court of Northern Illinois, but Judge Charles E. Woodward refused to uphold petition, October 15th.

Continuing its attempt to torpedo the Employee Representation Plan by court action in 1932, the Brotherhood petitioned for a permanent injunction to restrain Pullman from operating its Plan in violation of the Railway Labor Act of 1926 and the Norris-LaGuardia Labor Injunction Act of 1932. Judge E. Q. Johnson of the Federal District Court of Northern Illinois, upheld the petition of the Brotherhood, November 12, 1932, including the right to sue which had been denied by the Company on the grounds that the Brotherhood was an unincorporated body. But he also invoked some legalistic metaphysics which negated the value of the decision to the Union.

Judge Woodward finally, in a hearing before him, dismissed the Brotherhood's injunction for want of equity, January 15, 1934.

Amended Railway Labor Act

With the election of Franklin D. Roosevelt in 1933, a legislative revolution on the labor question followed with the enactment of the National Industrial Recovery Act and the Emergency Transportation Act, but porters were only to suffer the dual disappointment of exclusion from the benefits of the former, because they were employees of a carrier engaged in interstate transportation and the latter because the carrier for whom they worked was not a railroad.

To escape this dilemma, the Brotherhood requested Joseph B. Eastman, Coordinator of Railroad Transportation, to investigate the Employee Representation Plan, and that the Emergency Transportation Act of 1933 be amended which would cause it to apply to "any sleeping car and express company." This amendment was supported by the twenty-one railroad labor unions and the Committee on Interstate Commerce.

When Brotherhood leaders discovered that sleeping car porters were, unlike, other classes of railway employees, not specifically written into the Amended Act, they fought for the inclusion of sleeping car porters and dining car employees in the Act, and won, which alone made it possible for porters and dining car employees to be directly represented by the Brotherhood and the Dining Car Employees Union before the National Railroad Adjustment Board.

The Great Election

Since the amended Railway Labor Act made it possible to determine representation, which ended the life of the company union in the railroad industry, there was no future for the old Employee Representation Plan.

But, no one can gainsay the resourcefulness of the Pullman Company as shown by the fact that porter-officials of the Employee Representation Plan, promptly formed July 25, 1934, the Pullman Porters Protective Association, labelled by the Brotherhood as the "voice of Jacob, but the hand is the hand of Essau."

Federal Union Charters

After the long, hard fight to build the Brotherhood had settled down and lost its glamour, leaders of the Brotherhood who had been critical of the A. F. of L. because of racial discriminations of which some of its national and international unions were guilty, in order to secure the support of the labor movement against the Pullman Company, and reactivize the porters and raise their morale, which had sunk way down in the valley of despair, made application to the American Federation of Labor for federal charters.

The application was bitterly opposed by the International Hotel and Restaurant Employees Alliance and the International Bartenders League, claiming jurisdiction over the porters, but the fact that it had made little effort to organize this class of employees, rendered its position quite vulnerable and untenable.

Thus, in 1929, the year of the Great Boom of the United States, the A. F. of L. granted federal charters to the Pullman porters through the intercession of the leaders of the Brotherhood in some thirteen cities throughout the country.

It proved to be a shot in the arm and helped to revive the rapidly fading interest of the porters in the Union.

Conventions

Structure and power of the Brotherhood was planned and built in the periodic conventions, the first of which was held in 1929, in Chicago, Ill., following the granting of federal charters to the Brotherhood.

Subsequent conventions followed in St. Louis in 1930, Kansas City, Missouri, in 1932, Cincinnati, Ohio, in 1936, the fifth and first biennial convention in Chicago, Illinois, in 1938, New York City, the sixth convention, in 1940, St. Louis, Missouri, again in 1942, Cleveland, Ohio, in 1944, Chicago, Illinois, again in 1946, Detroit, Michigan, in 1948 and this mid-century, 1950, in New York City again, its birthplace and home.

Attacks BSCP and AFL

The entry of the porters in the AFL was the signal for a barrage of attacks upon the Brotherhood by Negro leaders who did not only oppose the A. F. of L., but organized labor as such. The brethren of the Kremlin also fought the Brotherhood and the A. F. of L.

Randolph was generously damned and accused of having sold out the porters to William Green, President of the American Federation of Labor.

Interestingly enough, while porters were placed in the federal unions of the A. F. of L., the Brotherhood of Sleeping Car Porters, as a national trade union, was never disbanded, but remained as the agency of propaganda among the porters and the public, until an international charter was received from the A. F. of L.

The Brotherhood functioned through federal charters from 1929 to 1936, paying a per capita of 35 cents per member.

International Charter

The triumph of the Brotherhood in the fight against the claims of jurisdiction over the porters by the Hotel Alliance did not deter the Order of Sleeping Car Conductors from applying to the Executive Council of the A. F. of L. for jurisdiction over the porters, which was granted to them in 1934.

Under a vigorous protest by Brotherhood leaders Randolph and Webster at the San Francisco Convention in 1934, at a show-down conference with the late Frank Morrison, Secretary-Treasurer of the A. F. of L., and President Warfield of the Order of Sleeping Car Conductors, the Executive Council rescinded its decision giving over the porters to the conductors, which, by the way, had and still has a color clause in its constitution.

After an investigation of the membership, administrative personnel and financial status of the BSCP, the Executive Council of the A. F. of L. voted to grant it an international charter and so notified the Brotherhood on August 17, 1936. Of course, in the light of the victory of the Brotherhood in the representation election held by the National Mediation Board, the A. F. of L. hardly had any other alternative.

The international charter gave the Brotherhood new force and the membership a new impetus.

Rebuff to the Brotherhood

Hard upon the heels of pro-labor legislation, and under the provisions of the Amended Railway Labor Act of 1934, a letter requesting a conference was forthwith directed to the Pullman Company, which was answered denying that the Brotherhood represented the porters, whereupon appeal was made to the Mediation Board for adjustment of the dispute between the Brotherhood of Sleeping Car Porters and the Pullman Porters Protective Association, October 5, 1935.

The Mediation Board ordered and made an investigation of the claims of both organizations.

The Pullman porters' dispute involved the first national election held under the amended Railway Labor Act of 1934.

The election started May 27, 1935, and ended June 27, 1935.

Results: Brotherhood received 5,931 votes and the Pullman Porters Protective Association 1,422. The total number of votes cast was 7,422.

The Brotherhood was officially certified as the duly authorized bargaining agent of the porters by the National Mediation Board, July 1, 1935.

Conference with Company

Immediately upon certification of the Brotherhood as the bargaining agent, A. Philip Randolph wrote President Carry of the Pullman Company asking for a conference, which request was granted.

Conference was set for July 29, 1935. This date marked the first time Brotherhood representatives ever crossed the threshold of the doors of the Pullman Company.

Negotiations began September 16, 1935, and representatives of the Company and the Organization met again October 2nd. October 4, negotiations were broken off.

The National Mediation Board was called into the case October 5th.

Mediation proceedings were ordered to be started January 23, 1936, with the Management stalling for time.

The slow process of mediation under the efficient Mediator, Robert S. Cole, was entered upon April 1, 1937, almost two years after the winning of the election by the Brotherhood in 1935.

Twelve years after the Brotherhood was started in New York City, it signed its first contract with the Pullman Company, August 25, 1937.

An interesting sidelight on the negotiations that were held in the Conference Room of the old Pullman Building at 69 Adams Street, Chicago, was a bit of dry humor expressed by Bennie Smith, after observing a bevy of pigeons perched on the window ledge, that "the pigeons are still with us." It evoked no comment although everyone in the room was fully aware of the significance of the reference made by Smith.

Adjusting Grievances

Following the certification of the Brotherhood, July 1, 1935, the first case presented to the National Railroad Adjustment Board was for Porter John W. Beasley, one of the charter members of the Brotherhood, in the Chicago Division.

The victory of the Brotherhood in this case, handled by Attorney C. Francis Stratford of Chicago, won for the Brotherhood a new status of power and authority among the porters.

Upon the conclusion of this case, Milton P. Webster, First International Vice-President, took over as the "head grievance man," and since has handled all of the grievances and claims of porters who are members of the Brotherhood before the National Railroad Adjustment Board, and has chalked up a distinguished and enviable record of gains, which has secured for the Organization respect and prestige.

Ladies Auxiliary

Realizing that the role of help-meet which woman plays to man in the home had to be extended to larger areas of work and life if the porters expected to win the fight for recognition, living wages and decent working conditions, and that the worst enemy of a union porter is a uninformed, anti-union and unsympathetic wife, Brotherhood leaders, within a few months following the formation of the Brotherhood, set up a ladies auxiliary known as the Colored Women's Economic Council, in 1925.

The pioneer women relatives of the porters did not only back the Brotherhood movement and give cooperation and inspiration to the brothers, but they gave parties to help raise funds for the poverty-stricken union and called upon porters' wives in their homes and urged them to see to it that their husbands joined the Brotherhood and requested them to join the Colored Women's Economic Council.

In pattern of structure, the Ladies Auxiliary is comparable to the Brotherhood. Its program of education and cooperation with the Brotherhood is constructive and fundamental.

Workers' Education Schools

Every year, as part of the educational program of the Auxiliary, members of the Auxiliary are given scholarships to attend workers' education schools during the summer at the University of Wisconsin and the Hudson Shore Labor College in New York.

Women who take courses in the Workers' Education Schools return to their auxiliaries fired with a new faith, determination and devotion to build a strong auxiliary to support and help build a bigger and better Brotherhood.

The various auxiliaries study and keep abreast of legislation involving housing, minimum wages, rent control, the National Labor Relations Act, Railway Labor Act, unemployment insurance, Railroad Retirement and Social Security questions that affect the homes of the porters.

The range, form and content of the debates on the floor of the biennial conventions of the Ladies' Auxiliary are of far-reaching educational value and challenge.

What Has the Brotherhood Done for the Porters?

By the negotiations of a bona fide agreement for and in behalf of the porters, the right of seniority was, for the first time in the porters' history, given legal reality.

Plan Agreements

There had been three wage agreements negotiated under the Pullman Employee Representation Plan, 1924, 1926 and 1929, and strangely enough, although those conferences were called "wage conferences," there was nothing in the so-called agreements about wages. No wage scale could be found between its covers.

Pre-Brotherhood Porters' Wages

In 1883, porters received a wage of $12 a month.
In 1897, porters received a wage of $20 a month.
In 1911, porters received a wage of $27.50 a month.
In 1915, porters received a wage of $30.00 a month.
In 1918, porters received a wage of $48.50 a month.
In 1919, porters received a wage of $60.00 a month.
In 1924, porters received a wage of $67.50 a month.
In 1926, porters received a wage of $72.50 a month.
In 1929, porters received a wage of $77.50 a month.

Wage Decrease

In 1932, a wage decrease of five dollars was imposed upon the porters.

Between 1933 and 1935, the deduction of five dollars was restored to the porters.

From 1925, the birth-year of the Brotherhood, the existence of the Organization was no doubt a factor in bringing about the wage increases in 1926 and 1929, which were obviously granted as a measure of appeasement of the growing unrest among the porters and to wean them away from this troublesome newcomer in the Pullman industry, the Brotherhood.

Wage Rates Under Brotherhood Contract

In 1937, the first agreement was negotiated by the Brotherhood with the Pullman Company concerning rates of pay and rules governing working conditions. The wage increase was $12 a month, thereby making the minimum pay $89.50 a month; maximum $100.50

1941

In 1941, the Brotherhood secured a wage increase of ten cents an hour, or $24.00 a month, raising the monthly minimum pay to $113.50. It was retroactive to September, October and November.

1943

In 1943, the Brotherhood secured a wage increase of ten cents an hour, or $24.00 a month, raising the monthly minimum wage to $137.50.

1946

In 1946, the Brotherhood negotiated a wage increase of eighteen and a half cents an hour, or $44.40 a month, raising the minimum monthly wage to 181.90.

1947

In 1947, the Brotherhood negotiated a wage increase of fifteen and a half cents an hour, or $37.20 a month, raising the minimum wage to $219.10 a month.

1949

In 1949, the Brotherhood negotiated a wage increase of seven cents an hour, or $14.35 a month, raising the minimum monthly wage to $233.40

Pre-Brotherhood Work-Month, 1924

Under the Pullman Employee Representation Plan, 11,000 miles constituted a basic month's service.

Overtime was paid at the rate of sixty-hundreths (60/100) of one cent per mile.

Work-Month Under the Brotherhood, 1937

In 1937, when the first contract was negotiated with the Pullman Company by the Brotherhood, it was agreed that 240 hours would constitute a basic month's service. Overtime to be paid at the rate of time-and-one-half after 260 hours.

1949

In 1949, the Brotherhood negotiated an agreement providing that 205 hours shall constitute a basic work-month. Overtime to be paid at the rate of time-and-one-half after 240 hours of service.

Vacation with Pay, 1944

Before the advent of the Brotherhood, there was no such thing as vacation with or without pay.

In 1944, the Brotherhood negotiated an agreement with the Pullman Company providing for one week's vacation with pay.

In 1950, the Brotherhood negotiated an agreement with the Pullman Company providing for six days vacation with pay for porters with less than five (5) years in the service, and twelve days vacation with pay for porters with five (5) or more years of service.

It also provides that a porter on an assignment, a round trip of which involving more days than the twelve days vacation allowed, shall be given the number of days in the round trip with pay. Thus, porters on long cross country trips covering fourteen, sixteen or eighteen and twenty days will receive a vacation of the said number of days in the round trip with pay, the vacation beginning at the end of his regular lay-over.

Canada

Across the border, sleeping car porters who worked for the Canadian Pacific and Canadian National, like their brothers who worked for Pullman, were the victims of gross exploitation because of the lack of organization.

The pay was low, hours long and treatment bad.

The Canadian Pacific Railway Company, which admits following the Pullman Company with respect to some things, had adopted a welfare plan comparable to the Pullman Welfare Plan.

The Canadian Pacific had its company union which was of the same pattern as the Pullman Company's company union.

Porters distrusted the porter-instructors in Canada just as they did in the States. Color discrimination tended to limit job opportunities for Negroes in the Dominion of Canada just as it did in the United States.

This racial condition created fear in the hearts of the porters about the result of affiliation with a bona fide trade union, such as the Brotherhood.

But long, hard and relentless education and agitation by the Brotherhood leaders A. Philip Randolph, International President, and Bennie Smith, Second International Vice-President, the latter of whom, incidentally, had at one time worked for the Canadian Pacific as a sleeping car porter, broke down this state of fear and porters were finally organized.

Right of Representation

The problem of winning the right of representation of the porters as the duly authorized bargaining agent, was unusually difficult.

The Canadian Paciffic has not even yet conceded the right of the Brotherhood to designate the person who shall sign agreements. It insists that its own employees shall also sign agreements.

However, no doubt, as a result of legislation amending the Industrial Relations and Disputes Investigation Act in 1948 by the Senate and House of Commons, the Brotherhood can designate such representatives as it deems necessary to sign agreements and be upheld by law.

Pioneers

Some of the old pioneers in the struggle to organize the sleeping car porters on the Canadian Pacific were Joe Jones of Montreal and Shirley Jackson of Toronto.

Both labored long and hard to win the fight to organize the porters in the Brotherhood.

Joe Jones of Montreal who grieved and worried about the bitter battles to organize the porters, died before the Brotherhood became the force it now is in Canada.

Canadian porters and the Brotherhood who benefited by the tireless devotion and sacrifice of Brother Joe Jones should never forget him.

Canadian League for the Advancement of Colored People

Noting the very same problem of color in Canada which exists in the States, leaders of the Brotherhood set up the Canadian League for the Advancement of Colored People. Many interesting and enthusiastic public meetings were held, and some victories for the cause of better racial relations have been won.

Unlike the U. S. A. there were no public figures of color or agencies that sought to block the progress of the Brotherhood in Canada.

Northern Alberta Railways

In addition to the Canadian Pacific, the Brotherhood also holds a contract with the Northern Alberta Railways with headquarters in Edmonton, Canada. Only a few porters work on this road.

Canadian National

Plans are now under way to organize the sleeping car porters on the Canadian National which is similar in scope to the Canadian Pacific. Porters on the Canadian National have an industrial kinship with the porters on the Canadian Pacific and Pullman Company and belong in the same union.

Pre-Brotherhood Wages

The wage history of the porters on the Canadian Pacific is quite similar to the wage history of the porters in the Pullman service, with slightly higher pay than Pullman porters up to 1937.

Monthly rates of pay for Canadian Pacific porters were as follows from 1906 to 1943:

1906	$30.00	1927	80.00
1909	32.00	1941, June	$88.36
1915	32.00	1941, Sept.	93.97
1917	40.00	1941, Nov.	95.82
1919	75.00	1942, Aug.	98.42
1920	75.00	1943, Sept.	110.90
1922	75.00		

Monthly cost of living bonus added to rates as follows:

1	$ 8.36	3	15.82
2	13.87	4	18.42

Wages Under Brotherhood, November, 1943

In 1943, the Brotherhood negotiated a monthly wage increase for the porters of $12.48 a month, which raised the minimum monthly wage to $112.41.

1946

In 1946, the Brotherhood negotiated a monthly wage increase of $20.80 for the porters, raising the minimum monthly wage to $133.21.

1948

In 1948, the Brotherhood negotiated a monthly wage increase of $40.80, which raised the minimum monthly wage to $184.01.

Pre-Brotherhood Work-Month

Before the Brotherhood entered the industrial picture of the Canadian Pacific porters, there was no definite regulation work-month.

Work-Month Under the Brotherhood, 1943

In 1943, the Brotherhood of Sleeping Car Porters negotiated for and signed an agreement providing for a basic 240-hour work-month.

1945—Vacation with Pay

In 1945, the Brotherhood negotiated for and received six days vacation with pay for the sleeping car porters.

1948

In 1948, the Brotherhood secured an extension of vacation with pay to twelve days for porters of five or more years of service.

Wage Conference

Following the first wage conference which was full of vexations and problems, relations between the Canadian Pacific and the Brotherhood have greatly improved.

Today, grievances and claims arising between the porters and the management are being adjusted in districts reaching from coast to coast.

Local Divisions

Local divisions of the Brotherhood exist in Toronto, Montreal, Winnipeg, Calgary and Vancouver.

Handling Grievances

Considerable ability and skill have been developed by the Grievance Committees under the able supervision of Bennie Smith, Second International Vice-President, with the competent assistance of A. R. Blanchette, Field Organizer for the Dominion of Canada, who has been well-trained and developed by Brother Smith.

Dues Paying

Some of the best dues-paying divisions in the Brotherhood are in Canada.

Pullman Districts

In Toronto and Montreal, there are Pullman districts and Brotherhood Divisions with Pullman porters that follow the same general program that govern Pullman porters in the United States.

Ladies' Auxiliary

In all of the various Canadian Pacific and Pullman divisions in Canada there are ladies auxialiaries that follow the same policies and principles that are followed by the auxiliaries in the States.

These auxiliaries have been of tremendous support and help to the Brotherhood. Some of the members of the auxiliaries in Canada, like their sisters in the states, have attended the Hudson Shore Labor College and the University of Wisconsin on scholarships provided by the International Ladies Auxiliary.

Structure

The Brotherhood of Sleeping Car Porters is basically and fundamentally a trade union. It is a trade union dedicated to the proposition of developing and advancing the economic status of its membership. Its program is based upon a pure trade union philosophy of developing a strong organization to protect the workers' interests on the job.

The basis of the organization is the local membership, composed of some 18,000 workers, in 117 local divisions. Local officers and delegates to the International Conventions are elected by the paid-up members of the local divisions. Local officers and delegates to the International Conventions are elected biennially, and the officers serve for the term of two years. Delegates elected to the International Conventions come from the various locals of the country. When organized in Convention, they are the supreme power of the organization. Ninety-nine per cent of the delegates to the International Conventions are lay members—sleeping car porters, train porters, chair car porters and attendants. They are in supreme authority and during the deliberations of the Conventions, legislate the policy of the organization and elect the International officers who serve for the ensuing term of two years.

In the interim of the Conventions, the International Executive Board, composed of thirteen members, the majority of whom are lay members, is the supreme authority of the organization. The International Executive Board meets twice per year and is empowered to meet on its own motion any time between conventions when the occasion necessitates it. Nominations of all International officers are made from the floor of the Convention, and the International officers are elected by a majority vote of the Convention. The International officers and the International Executive Board make reports to the International Convention delegates of their stewardship of the organization's program of the period between International Conventions.

The organization is financed solely from the dues and taxes collected from the members of the organization, according to the regulations and provisions of the Brotherhood's Constitution. It does not engage in any extra-curricular activities to raise its funds.

Program

The Brotherhood of Sleeping Car Porters follows a strictly trade union program. It bargains for wages and working conditions. It handles grievances and claims of its members with the various carriers of the nation. It makes available to its membership all the rights and privileges that exist under the Railway Labor Act, the Railroad Retirement Act, the various Workmen's Compensation Acts, and all the laws that offer any means of protection to railroad men. It maintains an efficient staff for handling grievances, and a legal staff to handle legal questions involving the members of the organization.

Administration

This organization functions through its local divisions. For administration purposes, the organization is divided into five zones where zone officers maintain a staff of competent workers to supervise the officers of the local divisions to carry out the functions of the union. In each division there are a series of committees, the most important of which is the Committee on Organization and Education.

Members of the Committees on Organization and Education run in numbers of five or six in small districts, and in the hundreds in large districts such as New York and Chicago. These committees are composed of lay members, the porters, attendants and bus boys. They meet from time to time to carry on the organization and educational functions of the movement. They are continually keeping before the membership their responsibility to the organization in attending meetings and paying dues and taxes. The most important part of the function of these Committees is its program to develop the highest type of efficiency on the job, and, the highest type of organization to protect the job.

Committees on Grievances and Claims

The committees who handle the grievances and claims in the various divisions are selected from the lay membership of the organization. This machinery is developed to the highest point of efficiency on a local, zone and national level. When members of the organization are called in on complaints, the members of the Grievance Committee assist the members in preparing their statements on the complaint. If the complaint reaches the point where the employee is given a hearing under the rules of the contract, the Committee represents him in the hearing.

Claims for short payment or for violation of the contract are also handled by these Grievance Committees under the direction of the International officer in charge of the zone. The handling of grievances and claims is strictly supervised by the International organization. As a result of the efficient handling of these matters by the organization, the attitude of many carriers and The Pullman Company in disciplining this class of men has been revolutionized. Some carriers only had one penalty exacted of porters, and that was discharge. The competency of the Brotherhood's machinery has made discharge quite expensive to the carrier when it is not based on sound reasons, and many cases are settled without going beyond the Company.

National Railroad Adjustment Board

The Brotherhood progresses cases which are not settled with the Railway Managements to the Third and Fourth Divisions of the National Railroad Adjusment Board. A special officer and staff are provided for that purpose in the Chicago Division headquarters. Thousands of dollars have been collected on claims for members of this organization. Many men have been returned to their jobs after having been unjustly dicharged, and back pay for being wrongfully discharged has been collected up to $7,000 for one individual member. The aggressiveness with which this organization pursues this matter commands the respect of railroad carriers of the nation, and its members definitely have good job security.

Train Porters

Because train porters fell within the main category of porters from the point of view of kinship of vocation and industry, the Brotherhood made application to the Executive Council of the American Federation of Labor for jurisdiction over this class of employees.

On June 27, 1939, the Executive Council of the American Federation of Labor granted jurisdiction to the Brotherhood over colored train porters in day coaches.

This action of the Brotherhood was in response to numerous appeals of train porters and chair car attendants on a large number of the railroads of the country to the Brotherhood for help.

When the Brotherhood entered the field to organize train porters, this class of workers was the victim of low wages and bad working conditions, without any recognized standards or system of work or any rights a white railroad official or worker was bound to respect.

At an expense, up to date of thirty-five thousand dollars ($35,000) or more, notable victories in the form of permanent injunctions in Federal District Courts and Circuit Courts of Appeal in Kansas City, Mo., Minnesota and Chicago, Illinois, have been won by the Brotherhood for train porters.

These injunctions restrained the Missouri-Kansas-Texas and the Atchison, Topeka and Santa Fe Railroads, the National Railroad Adjustment Board, and the Brotherhood of Railroad Trainmen from proceeding with action to displace train porters from the head-end of the trains.

Railroad Contracts

The Brotherhood of Sleeping Car Porters holds contracts on the following railroads:

Alton Railway Company—Train Porters
Alton Railway Company—Parlor Car Porters
Atlantic Coast Line—Chair Car Porters, Attendants and Maids
Baltimore and Ohio Railroad Company—Train Porters
Canadian Pacific Railway Company—Sleeping Car, Parlor Car and Buffet Car Porters
Central of Georgia Railroad Company—Train Porters
Chesapeake & Ohio Railroad Company—Train Porters
Chicago, Burlington & Quincy Railroad Company—Chair Car Porters

Chicago & Eastern Illinois Railroad Company—Train Porters
Chicago, Milwaukee, St. Paul & Pacific Railroad Company—Sleeping Car Porters, Parlor Car Porters and Coach Porters
Chicago, Northwestern Railway Company—Parlor Car, Buffet Car and Coach Porters
Chicago, Northwestern Railway Company—Parlor Car, Buffet Car and Coach Porters
Cotton Belt Railroad Company—Train Porters
Delaware, Lackawanna & Western Railroad Company—Train Porters
Denver & Rio Grande Railroad Company—Train Porters, Parlor Car Porters and Train Attendants
Erie Railroad Company—Train Porters
Fort Worth & Denver Railroad Company—Train Porters
Gulf, Mobile & Ohio Railroad Company—Sleeping Car Porters and Attendants
Illinois Central System—Train Porters
International Great Northern Railroad Company—Train Porters
Kansas City Southern Railroad Company—Train Porters.
Lehigh Valley Railroad Company—Chair Car Porters
Missouri-Kansas & Texas Railroad Company—Train Porters
Missouri-Pacific Railroad Company—Train Porters
New York, New Haven & Hartford Company—Parlor Car and Chair Car Porters
Northern Alberta Railways—Sleeping Car Porters
Santa Fe Railroad Company—Train Porters and Chair Car Attendants
Santa Fe & Gulf Coast Railroad Company—Train Porters
Seaboard Air-Line—Train Porters
Soo Line—Sleeping Car Porters
Southern Pacific Railroad Company—Chair Car Porters and Maids
Texas and New Orleans Railroad Company—Train Porters
Texas and Pacific Railroad Company—Train Porters
Union Pacific Railroad Company—Chair Car Attendants
Wabash Railroad Company—Train Porters
Western Pacific Railroad Company—Chair Car Porters

Train Porters' Progress

Train porters, because of their organization into the Brotherhood, are keeping pace with other railroad workers of the nation in developing higher standards. The pay of some of these groups when the Brotherhood took them over some ten or more years ago, was as low as $75.00 per month for 240 hours. Effective as of September 1, 1949, the lowest paid group of train porters or chair car attendants of the nation was approximately $230.00 per month for 205 hours. Because of the protection this organization provides, these men feel more secure in working on their jobs.

Train Porters' Problems

The train porters of the nation have serious problems. The powerful Brotherhood of Railway Trainmen with its large treasury has been fighting the head-end train porters for many years. They have obtained awards from the First Division of the National Railroad Adjustment Board, which if allowed to be carried out to their conclusions, would have deprived many train porters of the right to work on the head-end of trains. Because of the moral and financial strength of the Brotherhood of Sleeping Car Porters, the interests of these men have been amply protected. Relief has been obtained through the courts preventing the elimination of these men from their jobs.

Colored Locomotive Firemen

When railway employment was made more attractive and desirable as a result of the issuance of General Order No. 27 by William Gibbs McAdoo, Director General of the United States Railroad Administration during World War I, by wage increases, shorter hours and mileage of work and improved working conditions, efforts were stepped up and organized by the Brotherhood of Locomotive Firemen and Enginemen to run colored locomotive firemen off their jobs.

In the lower Mississippi Valley, it is a matter of common knowledge and record that white firemen, desperate to displace colored locomotive firemen, shot them out of the engine cabs. But colored firemen being just as desperate to hold their jobs, braved the bullets of the Dixie Ku Klux white firemen and remained on their jobs.

However, the Brotherhood of Locomotive Firemen and Enginemen continued their fight to drive Negro firemen off the railroads, and on February 18, 1941, the white union negotiated an agreement with the Southeastern Carriers Conference Committee, which sought gradually to eliminate colored firemen from the engine cabs and nullify the value of their seniority rights.

It became a common practice for Negro firemen of thirty and forty years of service, to be rolled by some rookie-white firemen who had hardly cut their first railroad teeth as firemen.

And, of course, the idea of colored firemen operating on diesel engines where one is required only to have good eyes and be able to push buttons and pull levers, was just out of the question. It amounted to a Negro getting out of his proverbial "place," whatever that is.

In fact, now that the process of technology has eliminated the back-breaking, coal-shoveling-muscle-phase of the work of being a fireman, and the pay is good, this has become a so-called "white man's job."

But, the Brotherhood of Locomotive Firemen did not reckon with the Brotherhood of Sleeping Car Porters.

On March 28-29, 1941, the Brotherhood of Sleeping Car Porters called a Colored Locomotive Firemen's Conference in Washington, D. C., and set up the Provisional Committee to Organize Colored Locomotive Firemen. Court action was initiated and an educational and organizational campaign was started to protect the rights and interests of colored firemen.

In November, 1949, as a result of victory in the Leroy Graham Case before the United States Supreme Court, sponsored by the Provisional Committee for the Organization of Colored Locomotive Firemen, a blow to the Southeastern Carriers' Conference Agreement was dealt and colored locomotive firemen are now working on diesel engines, and the fight is now on to secure money damages for aggrieved colored firemen.

Of course, the fight to safeguard colored locomotive firemen's jobs is not over by any means, but the struggle to establish the legal right of colored locomotive firemen to their jobs, is well on its way.

But, even after the jobs for colored locomotive firemen now at work are made legally secure, that does not make it possible for colored workers to get jobs as railroad firemen. Eventual elimination of colored firemen is still certain unless a federal Fair Employment Practice law is enacted, since, when a Negro fireman is fired, retired or dies, no Negro is now hired in his place.

The Brotherhood and the National Railroad Adjustment Board

While the Brotherhood fulfilled all of the conditions required under the Railway Labor Act to participate in the selection of members of the National Railroad Adjustment Board, the supreme court in the railroad industry for the adjustment of grievances and claims arising between the carriers and the employees, it was not until 1949, that the Brotherhood was recognized by the appropriate government agency and cooperating railway labor organizations as a bona fide participant in the selection of members of this Board.

This victory came only after a long and protracted battle, beginning with the Association of Railway Labor Executives, composed of the standard railway unions, which hedged, evaded, and dodged the issue to avoid taking a definite position on the question, even going to the extent of providing legal counsel to fight the petition of the Brotherhood before a hearing set up by the United States Department of Labor through the intercession and authority of Secretary of Labor Maurice J. Tobin.

The hearing was held in the United States Department of Labor, Washington, D. C., May 13, 1948, with Henry Epstein, A. Philip Randolph, M. P. Webster and Theodore E. Brown, director of research, representing the Brotherhood, with C. M. Mulholland, attorney for the Association of Railway Labor Executives, and W. A. Endle, representing the Brotherhood of Railroad Trainmen.

At the hearing, argument was made by the representatives of the white railway unions, to show that the Brotherhood of Sleeping Car Porters should not participate, with other railway unions, in the selection of said members of the National Railroad Adjustment Board.

All opposition was finally overcome and the Brotherhood of Sleeping Car Porters is now one of the railway labor organizations, with twenty-two others, which have the right to participate in the selection of members of the National Railroad Adjustment Board, and pays the same amount of money as other participating organizations to maintain the labor personnel of the Third Division of the Board and looks forward to the day when it will select a member, a porter, to sit on this Board.

Fair Employment Practice Committee

The Brotherhood of Sleeping Car Porters developed the idea of fair employment practice, and initiated the fight for it with the March on Washington Movement, the result of which was the issuance of Executive Order 8802, by President Franklin D. Roosevelt, June 25, 1941. Under this order the President's Committee on Fair Employment Practice was established with M. P. Webster, First International Vice-President, serving on the Committee as a member from its beginning until its end.

It is a matter of common knowledge that millions of dollars in wages went into the pockets of Negro workers as a result of this Order, and Negroes secured jobs from which they had hitherto been barred, on account of race and color.

Many national movements among the Negroes, such as the National Association for the Advancement of Colored People, the National Urban League and YMCA, with many militant Negro individuals, cooperated in making the fight for FEPC a success.

National Council for a Permanent FEPC

Following the end of the government's FEPC, the Brotherhood formed and sponsored the National Council for a Permanent FEPC, supplying the major part of the money to develop and maintain it.

The fact that the National Council for a Permanent FEPC has raised the federal Fair Employment Practice idea to the level of a major national political issue, has given impetus to the fight for FEPC and made FEPC possible in various cities and states.

The Brotherhood continues to support the National Council for a Permanent FEPC, which represents a cross-section of Negro, white, A. F. of L., CIO, Jewish, Catholic, Protestant and liberal movements, committed to fight for this legislation.

Car Cleaners and Non-Clerical Storeroom Employees

In the broad, progressive, forward push of the Brotherhood, setbacks have been encountered, but largely because of racial discrimination.

While the Brotherhood failed to win the elections for the representation of the car cleaners and non-clerical storeroom employees, it was due, in both instances, to arbitrary changes in the base of the bargaining units, thereby increasing the employees involved in classes and crafts that had no direct relation to the car cleaners or non-clerical storeroom employees, and the Brotherhood did not have the time or financial resources to organize.

The National Mediation Board was obviously biased against the Brotherhood in favor of the Brotherhood of Railway Carmen and the Brotherhood of Railway and Steamship Clerks, the organizations involved, the former of which has a color clause in its constitution and the latter only recently eliminated it at one of its conventions.

Brotherhood Helps Red Caps

When the Brotherhood was blocked in its efforts to secure jurisdiction over the Red Caps in the A. F. of L. by the Brotherhood of Railway and Steamship Clerks, A. Philip Randolph, International President, called a conference of Red Caps in Chicago, Illinois, January, 1938, for the purpose of setting up a national trade union of Red Caps.

As a result of this conference, the International Brotherhood of Red Caps was organized, which since 1940 became known as the United Service Transport Employees of America, CIO.

The two largest locals of the Red Caps, which became the base of the International Union, were organized and maintained in the offices of the Brotherhood in New York City and Chicago.

Brotherhood Aids Dining Car Employees

In addition to supporting the call and serving as chairman of the conference to form a national body of dining car employees which took shape as the Joint Council of Dining Car Employees, an affiliate or department of the International Hotel and Restaurant Employees and International Bartender's League, the Brotherhood, through its International President, had the dining car employees, along with sleeping car porters, placed with all of the various crafts and classes of railway employees in the amended Railway Labor Act of 1934, which made it possible for the dining car employees to present their cases involving grievances and claims to the National Railroad Adjustment Board, through its own Joint Council of Dining Car Employees, which would not be possible if the dining car employees as a craft had not been written into the Act.

Brotherhood Fights Discrimination

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Tides of Triumph

Like the ancients who always besought the intervention of their national gods to save them from disasters, win victories in battles and vouchsafe for them good fortune, the intervention of deus ex machina at grave crises in the long, hard, bitter struggle to build the Brotherhood and win the fight for recognition and a decent life, must have given the leaders and handful of pioneer porters the indomitable will "never to say die."

Surely some unpredictable, undefinable force or supernatural entity which gave the humble porters the skill and courage of David who faced the great Goliath, must have exercised a benignant influence in the struggles of this class of workers for status and justice.

Shakespeare speaks of this power in the following lines:

"There is a tide in the affairs of men,
Which, taken at the flood, leads on to fortune;
Omitted, all the voyage of their life
Is bound in shallows and in miseries.
On such a full sea are we now afloat
And we must take the current when it serves,
Or lose our ventures."

Twenty-Five Year Men

Porters who remained in the Brotherhood 25 years without failing to pay dues for a single month or failing to pay a single tax were few and far between, but there are some.

Practically all of them are distributed between Chicago, Oakland, New York, Cleveland, Boston and St. Louis, points of strenuous struggle and strong leadership.

These porters were not only pioneers but they were as stable as the Rock of Gibraltar.

Of such great moral prophesy and inspiration to Negro labor in particular and the workers, without regard to race, color, religion, national origin or ancestry, in general, that they, the 25 year porters, are herewith listed.

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J. J. Davis, Pennsylvania District (Deceased).
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A. H. Smith, Pennsylvania District (Deceased).
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William F. Martin, Chicago, East District.
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Fountain P. Johnson, Chicago, Central District (Deceased).
Karl Clark, Chicago, North District (Deceased).
John W. Beaseley, Chicago, North District (Deceased).
Joseph Meade Ball, Chicago, West District (Deceased).

Oakland

C. E. Young, Homer Trufort, L. A. Broussard, C. R. Waner, John Robinson, Edward Clark, C. C. Winn, Nathaniel Hughes, C. D. Williams, Garfield Bashful, R. Inman, C. L. Dellums, C. Crenshaw, L. S. Young, S. B. Sloan, E. J. Hawkins, S. Jordan, Jewel Brown, R. W. Winn, Henry Parker.

Yesterday and Today

But all life is change. Heraclitus, the Grecian philosopher, held that change was the only reality. There is change by evolution. There is change by revolution. However, all change is not progressive. There may be retrogressive change. There may be devolution. There may be counter-revolution. The direction of change in the realm of human society is guided by social agents. Man is a social agent. Thus, the quality and character of men that make and direct social change are of paramount significance.

Without a vision, the people perish, and without wisdom, courage and honesty, doom, disaster and destruction will meet our every movement. This has ever been so, and ever will be.

Thus, success, progress, advancement and victory are not wholly material. They are basically moral. They are spiritual. This is why the porters movement, the Brotherhood, poor and weak, prevailed. Its cause was right. It was just. It was fair and it had the will to fight.

Now, the Brotherhood has victory. It has power. But, it also has a responsibility and duty not to misuse or abuse the power it possesses. If it should abuse its power, it will fall. It will die.

Building the Brotherhood

The character of the men and women responsible for the direction and supervision of a movement, be it a trade union, corporation, church or school, is of much more importance than the amount of money at their disposal.

If men are racketeers they will misuse the power they possess whether in a business, church or trade union.

Thus, it is important to find out from the men who are charged with the responsibility of running a movement, the values they respect and hold dear. If the material power and the dollar are their only measure of worth, and moral and spiritual factors ignored or pooh poohed as signs of weakness and confusion, it is evident that men with this concept not only have a false sense of values but that power in their hands will constitute a distinct danger to any great cause for the advancement of mankind.

While material and money factors are important, in the interest of a constructive balance and progress, their values must not be overrated because they may be the source of certain pleasures and power.

Only men of great wisdom, courage and consecration to the good life can recognize and understand that great material, money and organization, power must be held in trusteeship for the well-being of their followers and the public, and not used for selfish aggrandisement.

Men who have built and who are maintaining and expanding the Brotherhood have held and must continue to hold the power they possess in trusteeship, for while they have basic moral rights, they don't own the Brotherhood. The porters own it. Leaders die and pass away and are forgotten but the porters will ever remain.

Verily, the work and life of leaders must be one of high example and inspiration.

Tomorrow

The hope of freedom, democracy, brotherhood and peace with justice will triumph over the darkness and evil of Russian Communism only through the strength of moral imperatives in the spheres of economic, political, social and ethnic relations, as expressed by St. Francis of Assisi:

> "Lord, make me the instrument of Your peace.
> Where there is hatred may I bring love;
> Where there is malice may I bring pardon;
> Where there is discord may I bring harmony;
> Where there is error may I bring truth;
> Where there is doubt may I bring faith;
> Where there is despair may I bring hope;
> Where there is darkness may I bring Your light;
> Where there is sadness may I bring joy.
>
> "Oh, Master, may I seek not so much to be comforted as to comfort,
> To be understood as to understand,
> To be loved as to love,
> For it is in giving that we receive,
> It is in losing our lives that we shall find them,
> It is in forgiving that we shall be forgiven,
> It is in dying that we shall rise up to eternal life.

Leaders of the Brotherhood, happily, are attempting to fulfill this condition and mandate. One needs only to call the roll.

In New York, there are Ashley L. Totten, International Secretary-Treasurer, Thomas T. Patterson, Eastern Zone Supervisor, B. F. McLaurin, International Field Organizer, William H. Bowe, Field Organizer, O. W. Bynum, Field Organizer, Dorothy Allison, Field Organizer, and Theodore E. Brown, Director of Research and Education.

In Chicago, there are M. P. Webster, First International Vice-President, Ernest Smith, Local Secretary-Treasurer and International Field Organizer, Claude E. Grooms, Local Second Vice-President and Field Organizer and Manuel Kyle, Field Organizer and member of the Local Executive Board.

In Detroit, there is Bennie Smith, Second International Vice-President.

In Canada, there is A. R. Blanchette, Field Organizer.

In St. Louis, there are E. J. Bradley, Third International Vice-President and T. D. McNeal, International Field Organizer.

In Oakland there is C. L. Dellums, Fourth International Vice-President.

And there are the fine and devoted leaders of the Ladies' Auxiliary: Halena Wilson, International President; Rosina C. Tucker, International Secretary-Treasurer; Katharine Lassiter, First International Vice-President; Mae Dailey, Second International Vice-President, Fannie J. Caviness, and Ardella Nutall.

All of these officials in the respective zone offices are supported and strengthened by a host of devoted local officials and lay members who are dedicated to the cause of the Brotherhood.

All of these officials have labored for years in the vineyard of fighting to advance the cause of the porter and maintaining high standards of service for the carriers without monetary reward. Only since 1937 have they been receiving any regular compensation.

NEW YORK, N. Y., EXECUTIVE BOARD, BROTHERHOOD OF SLEEPING CAR PORTERS

Left to right: H. E. Jones, B. F. McLaurin, D. LaRoche, Secretary; W. H. Boye, Chairman; W. C. Mills, H. H. Rock, W. L. Anderson, T. T. Patterson, Vice-President.

New York, N. Y., Division

Porters in New York City in the Pennsylvania, New York Central, Hoboken, Erie, Atlantic Coastline and Lackawanna districts like their brothers in other districts, have labored long and hard to build the New York Division of the Brotherhood of Sleeping Car Porters.

With the responsibility of proving worthy of being the parent division of the Brotherhood, since New York City is the birth cradle of the Union, a handful of members have ever remained loyal and held the banner of the organization high in the breeze. Some of these pioneers were and are: Des Verney, Totten, Patterson, R. R. Matthews, Pop Ford, Billy Mills, LaRoche, Clarence Davis, Rock, McLaurin, Gooding, Hopkins, Bynum, Billy Bowe, McCraken and others.

Today, an increasingly larger number of young men are coming into the Division and are steadily assuming leadership and are doing a magnificent job as loyal Brotherhood members and good trade unionists.

Among this remarkable group are such outstanding men as: Sim Johnson, L. J. Lawrence, J. A. Smith, S. N. Bryant, J. M. Gill, J. H. Barnes, J. W. Bowers, R. J. Brownrigg, E. G. Buckhoy, G. Bush, M. Cunningham, W. E. Daniels, H. L. Dezong, W. T. Dunn, K. E. Evans, D. A. Gay, W. L. Gilmore, J. Hayes, A. R. Johnson, P. A. Johnson, N. Lacey, B. F. Lampkins, C. M. Latimer, H. L. Lloyd, William McBride, J. McCants, A. McLane, J. L. Reynolds, G. R. Ross, W. H. Sanders, T. J. Small, G. Smith, F. Strayhand, C. L. Sussewell, A. W. Vinson, E. S. Wise, C. A. Williams, H. Youman, C. C. Perry, L. L. Turner, E. B. Victorio, A. D. Haines, A. U. Terrel, H. Branker, W. H. Bryant, John Lemon, and Geo. G. Smith.

Brotherhood Shrine

Let there be a shrine for colored labor! The Elks Hall on West 129th Street in New York City, the birthplace of the Brotherhood, could and should be that shrine, if some day it may be possessed by the organization.

LADIES' AUXILIARY, NEW YORK, N. Y.

Seated—left to right: ***Lucy Ready, Anna Lee Smith, Minnie Tanner, Ada V. Dillon, President; Estelle Samuels, Vice-President; Sarah Harper, Secretary-Treasurer.*** **Standing—left to right: Olive Powell, Mary Barnwell, Addie Jenkins, Alice Stevens, Paulin Steadman, Helen Barnett, Norma Harrison, Helen Samonte, Helen Mayhue, Margaret Smith, France Bowden.**

Ladies Auxiliary, New York, N. Y.

The New York Division of the Ladies Auxiliary was organized by Brother A. Philip Randolph in October 1925. Our first President was Mrs. Frances Butler. The second President was Mrs. Sara Harper, followed by Mrs. Lillian Bowman and Mrs. Katherine Lassiter. Mrs. Sara Harper has served in the capacity of Secretary-Treasurer for nearly twenty-four years.

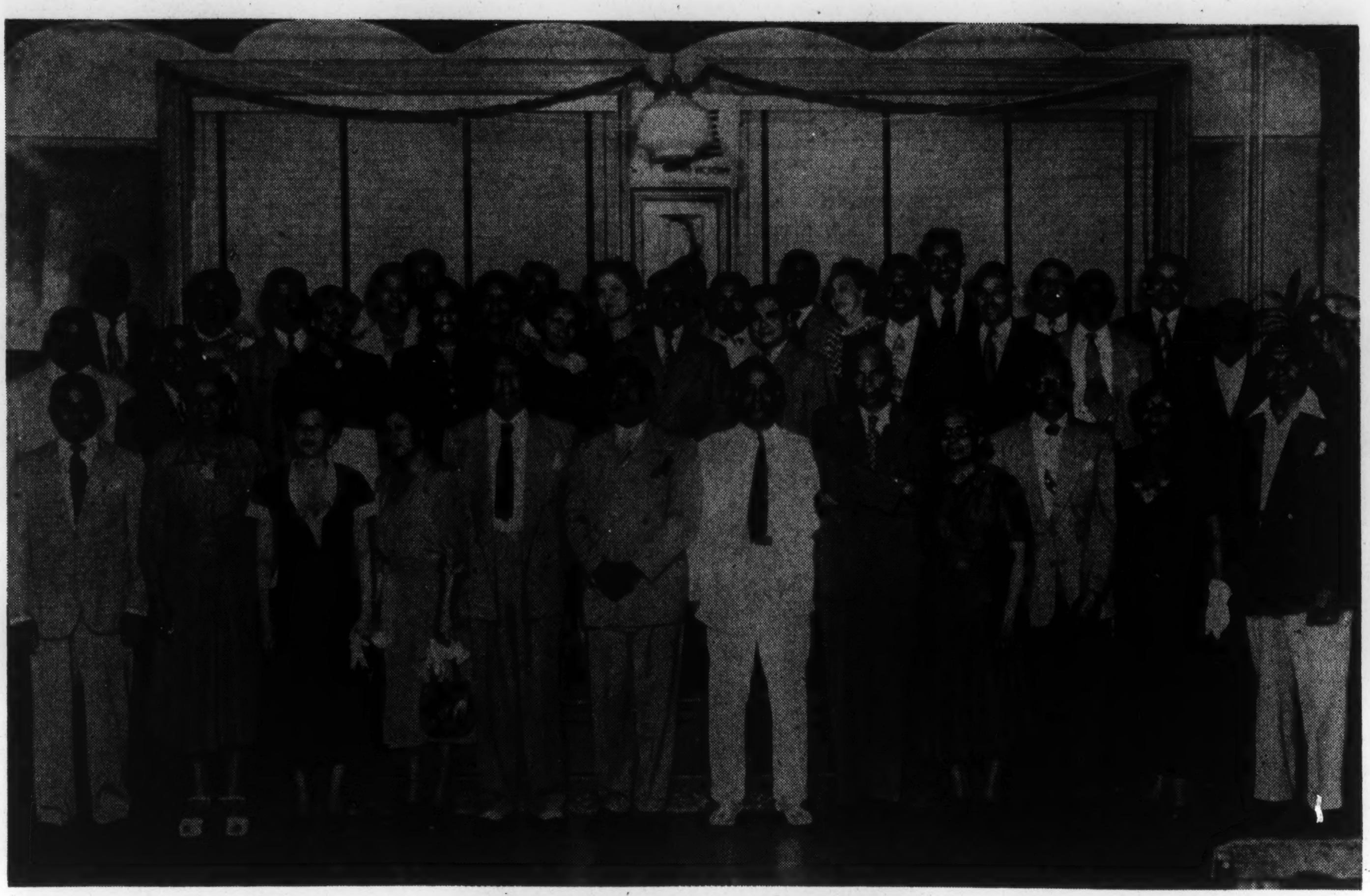
The contributions of the ladies to the Brotherhood are many. For years when the porters failed to pay dues it was the Auxiliary that raised sufficient funds to assist with the paying of the rent, light, telephone and the maintenance of the Organization. At one time we established a weekly entertainment in order to realize revenue to assist in keeping the Brotherhood alive. We participated in picket lines, in street meetings, as well as carried on a house to house campaign to enlist the aid of porters' families in our all-out struggle against the Company's union.

During these years Mrs. Ada V. Dillon was a maid on the New York Central railroad. However, long before her services were terminated from the Pullman Company, she was an active organizer for the Brotherhood, later becoming active in the Ladies Auxiliary, and now serves in the capacity of President. Other officers elected in the recent election are Mrs. Estelle Samuels, 1st Vice-President; Mrs. Frances Bowden, 2nd Vice-President; Mrs. Sarah Harper, Secretary-Treasurer; Mrs. Jennie Toogood, Recording Secretary; Mrs. Anna Lee Smith, Chaplain; Mrs. Ruby Johnson, Sentinel, and Mrs. Mildred Washington, Reporter. The Executive Board members are Sisters Dora Pulliam, Grace Rembert, Pauline Steadman, Anna Rock, Hattie Galloway, Norma Harrison, Lucy Ready, Rella Coles and Frances Bowden. Delegates to the Convention are Alice Stephens, Sara Harper and Dora Pulliam, alternates.

The New York Ladies Auxiliary is indeed happy to be hostess to the coming Convention of the International Ladies Auxiliary. We are honored to participate in the celebration and rededicate ourselves to the task of building a strong and more dependable Auxiliary.

Ada V. Dillon
25 Year Service

R. J. Toogood, Member
New York Ladies Auxiliary

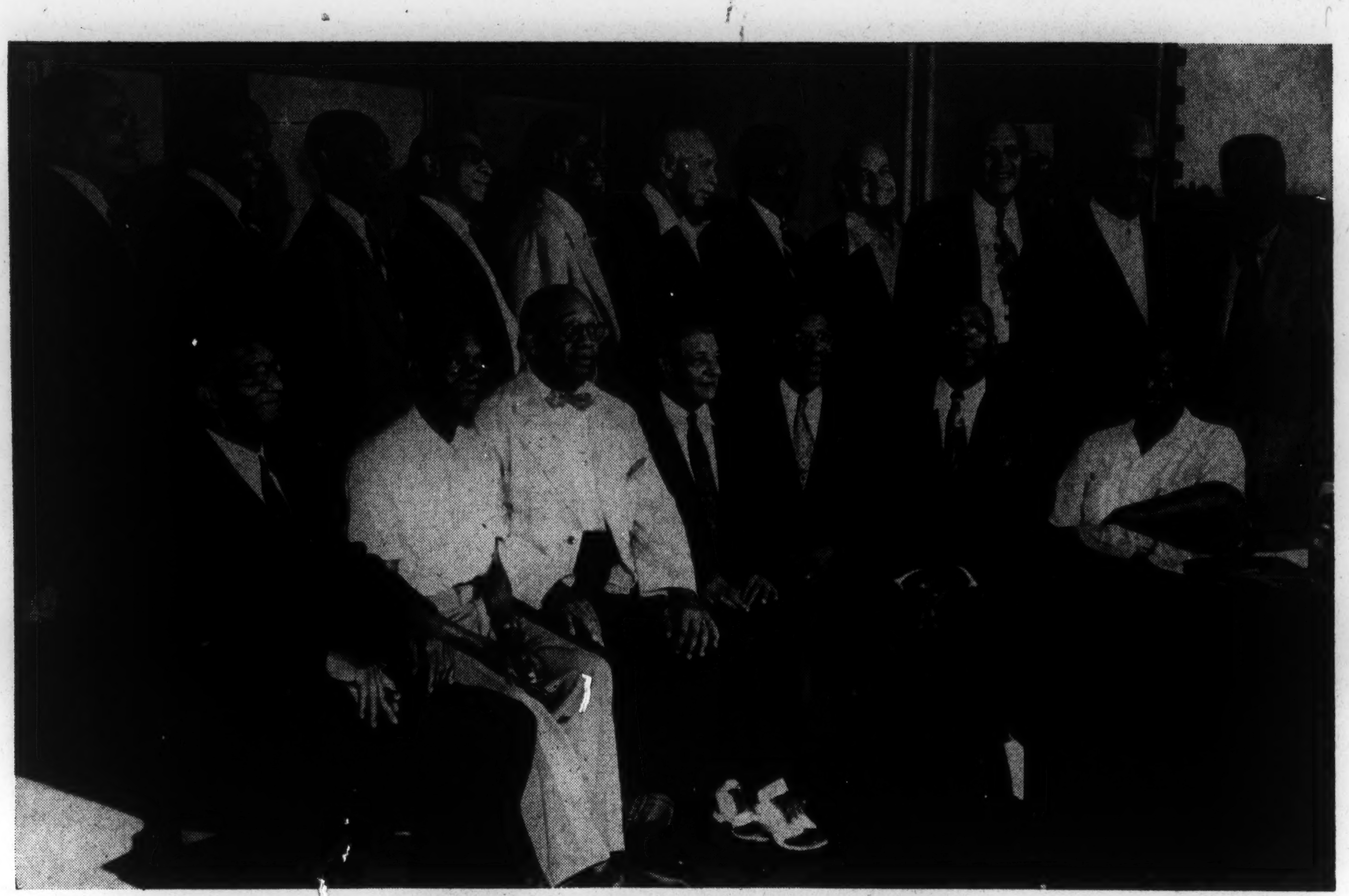


THE CONVENTION COMMITTEE

* * *

Katherine Lassiter
25 Year Auxiliary Member
New York, N. Y.

Sarah Harper
25 Year Auxiliary Member
New York, N. Y.



RETIRED PORTERS, NEW YORK DIVISION

Seated—left to right: *Peter W. Washington, N. Y. Central; Leonard M. Wright, Hoboken; Arthur A. Richardson, Pennsylvania Terminal; William E. Andrews, New York Central; Joseph Reilly Kemp, Pennsylvania Terminal; John W. Gilbert, N. Y. Central; U. O. Mitchell, Pennsylvania Terminal.*

Standing—left to right: *C. H. Raines, Pennsylvania Terminal; Leonard C. Jones, N. Y. Central; Lawyer F. Gooding, Pennsylvania Terminal; Wilson Thompson, N. Y. Central; J. W. McCoy, Pennsylvania Terminal; Thaddeus W. Smith, Pennsylvania Terminal; B. Edwards, N. Y. Central; W. C. Slater, N. Y. Central.*

RECREATION CENTER

Chicago & Eastern Illinois Railroad Company—Train Porters
Chicago, Milwaukee, St. Paul & Pacific Railroad Company—Sleeping Car Porters, Parlor Car Porters and Coach Porters
Chicago, Northwestern Railway Company—Parlor Car, Buffet Car and Coach Porters
Chicago, Northwestern Railway Company—Parlor Car, Buffet Car and Coach Porters
Cotton Belt Railroad Company—Train Porters
Delaware, Lackawanna & Western Railroad Company—Train Porters
Denver & Rio Grande Railroad Company—Train Porters, Parlor Car Porters and Train Attendants
Erie Railroad Company—Train Porters
Fort Worth & Denver Railroad Company—Train Porters
Gulf, Mobile & Ohio Railroad Company—Sleeping Car Porters and Attendants
Illinois Central System—Train Porters
International Great Northern Railroad Company—Train Porters
Kansas City Southern Railroad Company—Train Porters.
Lehigh Valley Railroad Company—Chair Car Porters
Missouri-Kansas & Texas Railroad Company—Train Porters
Missouri-Pacific Railroad Company—Train Porters
New York, New Haven & Hartford Company—Parlor Car and Chair Car Porters
Northern Alberta Railways—Sleeping Car Porters
Santa Fe Railroad Company—Train Porters and Chair Car Attendants
Santa Fe & Gulf Coast Railroad Company—Train Porters
Seaboard Air-Line—Train Porters
Soo Line—Sleeping Car Porters
Southern Pacific Railroad Company—Chair Car Porters and Maids
Texas and New Orleans Railroad Company—Train Porters
Texas and Pacific Railroad Company—Train Porters
Union Pacific Railroad Company—Chair Car Attendants
Wabash Railroad Company—Train Porters
Western Pacific Railroad Company—Chair Car Porters

Train Porters' Progress

Train porters, because of their organization into the Brotherhood, are keeping pace with other railroad workers of the nation in developing higher standards. The pay of some of these groups when the Brotherhood took them over some ten or more years ago, was as low as $75.00 per month for 240 hours. Effective as of September 1, 1949, the lowest paid group of train porters or chair car attendants of the nation was approximately $230.00 per month for 205 hours. Because of the protection this organization provides, these men feel more secure in working on their jobs.

Train Porters' Problems

The train porters of the nation have serious problems. The powerful Brotherhood of Railway Trainmen with its large treasury has been fighting the head-end train porters for many years. They have obtained awards from the First Division of the National Railroad Adjustment Board, which if allowed to be carried out to their conclusions, would have deprived many train porters of the right to work on the head-end of trains. Because of the moral and financial strength of the Brotherhood of Sleeping Car Porters, the interests of these men have been amply protected. Relief has been obtained through the courts preventing the elimination of these men from their jobs.

Colored Locomotive Firemen

When railway employment was made more attractive and desirable as a result of the issuance of General Order No. 27 by William Gibbs McAdoo, Director General of the United States Railroad Administration during World War I, by wage increases, shorter hours and mileage of work and improved working conditions, efforts were stepped up and organized by the Brotherhood of Locomotive Firemen and Enginemen to run colored locomotive firemen off their jobs.

In the lower Mississippi Valley, it is a matter of common knowledge and record that white firemen, desperate to displace colored locomotive firemen, shot them out of the engine cabs. But colored firemen being just as desperate to hold their jobs, braved the bullets of the Dixie Ku Klux white firemen and remained on their jobs.

However, the Brotherhood of Locomotive Firemen and Enginemen continued their fight to drive Negro firemen off the railroads, and on February 18, 1941, the white union negotiated an agreement with the Southeastern Carriers Conference Committee, which sought gradually to eliminate colored firemen from the engine cabs and nullify the value of their seniority rights.

It became a common practice for Negro firemen of thirty and forty years of service, to be rolled by some rookie-white firemen who had hardly cut their first railroad teeth as firemen.

And, of course, the idea of colored firemen operating on diesel engines where one is required only to have good eyes and be able to push buttons and pull levers, was just out of the question. It amounted to a Negro getting out of his proverbial "place," whatever that is.

In fact, now that the process of technology has eliminated the back-breaking, coal-shoveling-muscle-phase of the work of being a fireman, and the pay is good, this has become a so-called "white man's job."

But, the Brotherhood of Locomotive Firemen did not reckon with the Brotherhood of Sleeping Car Porters.

On March 28-29, 1941, the Brotherhood of Sleeping Car Porters called a Colored Locomotive Firemen's Conference in Washington, D. C., and set up the Provisional Committee to Organize Colored Locomotive Firemen. Court action was initiated and an educational and organizational campaign was started to protect the rights and interests of colored firemen.

In November, 1949, as a result of victory in the Leroy Graham Case before the United States Supreme Court, sponsored by the Provisional Committee for the Organization of Colored Locomotive Firemen, a blow to the Southeastern Carriers' Conference Agreement was dealt and colored locomotive firemen are now working on diesel engines, and the fight is now on to secure money damages for aggrieved colored firemen.

Of course, the fight to safeguard colored locomotive firemen's jobs is not over by any means, but the struggle to establish the legal right of colored locomotive firemen to their jobs, is well on its way.

But, even after the jobs for colored locomotive firemen now at work are made legally secure, that does not make it possible for colored workers to get jobs as railroad firemen. Eventual elimination of colored firemen is still certain unless a federal Fair Employment Practice law is enacted, since, when a Negro fireman is fired, retired or dies, no Negro is now hired in his place.

The Brotherhood and the National Railroad Adjustment Board

While the Brotherhood fulfilled all of the conditions required under the Railway Labor Act to participate in the selection of members of the National Railroad Adjustment Board, the supreme court in the railroad industry for the adjustment of grievances and claims arising between the carriers and the employees, it was not until 1949, that the Brotherhood was recognized by the appropriate government agency and cooperating railway labor organizations as a bona fide participant in the selection of members of this Board.

This victory came only after a long and protracted battle, beginning with the Association of Railway Labor Executives, composed of the standard railway unions, which hedged, evaded, and dodged the issue to avoid taking a definite position on the question, even going to the extent of providing legal counsel to fight the petition of the Brotherhood before a hearing set up by the United States Department of Labor through the intercession and authority of Secretary of Labor Maurice J. Tobin.

The hearing was held in the United States Department of Labor, Washington, D. C., May 13, 1948, with Henry Epstein, A. Philip Randolph, M. P. Webster and Theodore E. Brown, director of research, representing the Brotherhood, with C. M. Mulholland, attorney for the Association of Railway Labor Executives, and W. A. Endle, representing the Brotherhood of Railroad Trainmen.

At the hearing, argument was made by the representatives of the white railway unions, to show that the Brotherhood of Sleeping Car Porters should not participate, with other railway unions, in the selection of said members of the National Railroad Adjustment Board.

All opposition was finally overcome and the Brotherhood of Sleeping Car Porters is now one of the railway labor organizations, with twenty-two others, which have the right to participate in the selection of members of the National Railroad Adjustment Board, and pays the same amount of money as other participating organizations to maintain the labor personnel of the Third Division of the Board and looks forward to the day when it will select a member, a porter, to sit on this Board.

Fair Employment Practice Committee

The Brotherhood of Sleeping Car Porters developed the idea of fair employment practice, and initiated the fight for it with the March on Washington Movement, the result of which was the issuance of Executive Order 8802, by President Franklin D. Roosevelt, June 25, 1941. Under this order the President's Committee on Fair Employment Practice was established with M. P. Webster, First International Vice-President, serving on the Committee as a member from its beginning until its end.

It is a matter of common knowledge that millions of dollars in wages went into the pockets of Negro workers as a result of this Order, and Negroes secured jobs from which they had hitherto been barred, on account of race and color.

Many national movements among the Negroes, such as the National Association for the Advancement of Colored People, the National Urban League and YMCA, with many militant Negro individuals, cooperated in making the fight for FEPC a success.

National Council for a Permanent FEPC

Following the end of the government's FEPC, the Brotherhood formed and sponsored the National Council for a Permanent FEPC, supplying the major part of the money to develop and maintain it.

The fact that the National Council for a Permanent FEPC has raised the federal Fair Employment Practice idea to the level of a major national political issue, has given impetus to the fight for FEPC and made FEPC possible in various cities and states.

The Brotherhood continues to support the National Council for a Permanent FEPC, which represents a cross-section of Negro, white, A. F. of L., CIO, Jewish, Catholic, Protestant and liberal movements, committed to fight for this legislation.

Car Cleaners and Non-Clerical Storeroom Employees

In the broad, progressive, forward push of the Brotherhood, setbacks have been encountered, but largely because of racial discrimination.

While the Brotherhood failed to win the elections for the representation of the car cleaners and non-clerical storeroom employees, it was due, in both instances, to arbitrary changes in the base of the bargaining units, thereby increasing the employees involved in classes and crafts that had no direct relation to the car cleaners or non-clerical storeroom employees, and the Brotherhood did not have the time or financial resources to organize.

The National Mediation Board was obviously biased against the Brotherhood in favor of the Brotherhood of Railway Carmen and the Brotherhood of Railway and Steamship Clerks, the organizations involved, the former of which has a color clause in its constitution and the latter only recently eliminated it at one of its conventions.

Brotherhood Helps Red Caps

When the Brotherhood was blocked in its efforts to secure jurisdiction over the Red Caps in the A. F. of L. by the Brotherhood of Railway and Steamship Clerks, A. Philip Randolph, International President, called a conference of Red Caps in Chicago, Illinois, January, 1938, for the purpose of setting up a national trade union of Red Caps.

As a result of this conference, the International Brotherhood of Red Caps was organized, which since 1940 became known as the United Service Transport Employees of America, CIO.

The two largest locals of the Red Caps, which became the base of the International Union, were organized and maintained in the offices of the Brotherhood in New York City and Chicago.

Brotherhood Aids Dining Car Employees

In addition to supporting the call and serving as chairman of the conference to form a national body of dining car employees which took shape as the Joint Council of Dining Car Employees, an affiliate or department of the International Hotel and Restaurant Employees and International Bartender's League, the Brotherhood, through its International President, had the dining car employees, along with sleeping car porters, placed with all of the various crafts and classes of railway employees in the amended Railway Labor Act of 1934, which made it possible for the dining car employees to present their cases involving grievances and claims to the National Railroad Adjustment Board, through its own Joint Council of Dining Car Employees, which would not be possible if the dining car employees as a craft had not been written into the Act.

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Though no union affiliated with the A. F. of L. has been a more severe and consistent critic of the Federation than the Brotherhood, it refused to join the group of unions that left the A. F. of L. and formed the C. I. O. in 1935. In 1936, the Brotherhood introduced a resolution calling for the reinstatement of the CIO, just as it had opposed the expulsion of the unions that subsequently formed the CIO.

The Brotherhood waged relentless warfare against the color clause in various national and international unions and the auxiliary unions which relegate Negro workers to a second-class union status.

Tides of Triumph

Like the ancients who always besought the intervention of their national gods to save them from disasters, win victories in battles and vouchsafe for them good fortune, the intervention of deus ex machina at grave crises in the long, hard, bitter struggle to build the Brotherhood and win the fight for recognition and a decent life, must have given the leaders and handful of pioneer porters the indomitable will "never to say die."

Surely some unpredictable, undefinable force or supernatural entity which gave the humble porters the skill and courage of David who faced the great Goliath, must have exercised a benignant influence in the struggles of this class of workers for status and justice.

Shakespeare speaks of this power in the following lines:

> "There is a tide in the affairs of men,
> Which, taken at the flood, leads on to fortune;
> Omitted, all the voyage of their life
> Is bound in shallows and in miseries.
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Karl Clark, Chicago, North District (Deceased).
John W. Beaseley, Chicago, North District (Deceased).
Joseph Meade Ball, Chicago, West District (Deceased).

Oakland

C. E. Young, Homer Trufort, L. A. Broussard, C. R. Waner, John Robinson, Edward Clark, C. C. Winn, Nathaniel Hughes, C. D. Williams, Garfield Bashful, R. Inman, C. L. Dellums, C. Crenshaw, L. S. Young, S. B. Sloan, E. J. Hawkins, S. Jordan, Jewel Brown, R. W. Winn, Henry Parker.

Yesterday and Today

But all life is change. Heraclitus, the Grecian philosopher, held that change was the only reality. There is change by evolution. There is change by revolution. However, all change is not progressive. There may be retrogressive change. There may be devolution. There may be counter-revolution. The direction of change in the realm of human society is guided by social agents. Man is a social agent. Thus, the quality and character of men that make and direct social change are of paramount significance.

Without a vision, the people perish, and without wisdom, courage and honesty, doom, disaster and destruction will meet our every movement. This has ever been so, and ever will be.

Thus, success, progress, advancement and victory are not wholly material. They are basically moral. They are spiritual. This is why the porters movement, the Brotherhood, poor and weak, prevailed. Its cause was right. It was just. It was fair and it had the will to fight.

Now, the Brotherhood has victory. It has power. But, it also has a responsibility and duty not to misuse or abuse the power it possesses. If it should abuse its power, it will fall. It will die.

Building the Brotherhood

The character of the men and women responsible for the direction and supervision of a movement, be it a trade union, corporation, church or school, is of much more importance than the amount of money at their disposal.

If men are racketeers they will misuse the power they possess whether in a business, church or trade union.

Thus, it is important to find out from the men who are charged with the responsibility of running a movement, the values they respect and hold dear. If the material power and the dollar are their only measure of worth, and moral and spiritual factors ignored or pooh poohed as signs of weakness and confusion, it is evident that men with this concept not only have a false sense of values but that power in their hands will constitute a distinct danger to any great cause for the advancement of mankind.

While material and money factors are important, in the interest of a constructive balance and progress, their values must not be overrated because they may be the source of certain pleasures and power.

Only men of great wisdom, courage and consecration to the good life can recognize and understand that great material, money and organization, power must be held in trusteeship for the well-being of their followers and the public, and not used for selfish aggrandisement.

Men who have built and who are maintaining and expanding the Brotherhood have held and must continue to hold the power they possess in trusteeship, for while they have basic moral rights, they don't own the Brotherhood. The porters own it. Leaders die and pass away and are forgotten but the porters will ever remain.

Verily, the work and life of leaders must be one of high example and inspiration.

Tomorrow

The hope of freedom, democracy, brotherhood and peace with justice will triumph over the darkness and evil of Russian Communism only through the strength of moral imperatives in the spheres of economic, political, social and ethnic relations, as expressed by St. Francis of Assisi:

> "Lord, make me the instrument of Your peace.
> Where there is hatred may I bring love;
> Where there is malice may I bring pardon;
> Where there is discord may I bring harmony;
> Where there is error may I bring truth;
> Where there is doubt may I bring faith;
> Where there is despair may I bring hope;
> Where there is darkness may I bring Your light;
> Where there is sadness may I bring joy.
>
> "Oh, Master, may I seek not so much to be comforted as to comfort,
> To be understood as to understand,
> To be loved as to love,
> For it is in giving that we receive,
> It is in losing our lives that we shall find them,
> It is in forgiving that we shall be forgiven,
> It is in dying that we shall rise up to eternal life.

Leaders of the Brotherhood, happily, are attempting to fulfill this condition and mandate. One needs only to call the roll.

In New York, there are Ashley L. Totten, International Secretary-Treasurer, Thomas T. Patterson, Eastern Zone Supervisor, B. F. McLaurin, International Field Organizer, William H. Bowe, Field Organizer, O. W. Bynum, Field Organizer, Dorothy Allison, Field Organizer, and Theodore E. Brown, Director of Research and Education.

In Chicago, there are M. P. Webster, First International Vice-President, Ernest Smith, Local Secretary-Treasurer and International Field Organizer, Claude E. Grooms, Local Second Vice-President and Field Organizer and Manuel Kyle, Field Organizer and member of the Local Executive Board.

In Detroit, there is Bennie Smith, Second International Vice-President.

In Canada, there is A. R. Blanchette, Field Organizer.

In St. Louis, there are E. J. Bradley, Third International Vice-President and T. D. McNeal, International Field Organizer.

In Oakland there is C. L. Dellums, Fourth International Vice-President.

And there are the fine and devoted leaders of the Ladies' Auxiliary: Halena Wilson, International President; Rosina C. Tucker, International Secretary-Treasurer; Katharine Lassiter, First International Vice-President; Mae Dailey, Second International Vice-President, Fannie J. Caviness, and Ardella Nutall.

All of these officials in the respective zone offices are supported and strengthened by a host of devoted local officials and lay members who are dedicated to the cause of the Brotherhood.

All of these officials have labored for years in the vineyard of fighting to advance the cause of the porter and maintaining high standards of service for the carriers without monetary reward. Only since 1937 have they been receiving any regular compensation.

NEW YORK, N. Y., EXECUTIVE BOARD, BROTHERHOOD OF SLEEPING CAR PORTERS

Left to right: H. E. Jones, B. F. McLaurin, D. LaRoche, Secretary; W. H. Boye, Chairman; W. C. Mills, H. H. Rock, W. L. Anderson, T. T. Patterson, Vice-President.

New York, N. Y., Division

Porters in New York City in the Pennsylvania, New York Central, Hoboken, Erie, Atlantic Coastline and Lackawanna districts like their brothers in other districts, have labored long and hard to build the New York Division of the Brotherhood of Sleeping Car Porters.

With the responsibility of proving worthy of being the parent division of the Brotherhood, since New York City is the birth cradle of the Union, a handful of members have ever remained loyal and held the banner of the organization high in the breeze. Some of these pioneers were and are: Des Verney, Totten, Patterson, R. R. Matthews, Pop Ford, Billy Mills, LaRoche, Clarence Davis, Rock, McLaurin, Gooding, Hopkins, Bynum, Billy Bowe, McCraken and others.

Today, an increasingly larger number of young men are coming into the Division and are steadily assuming leadership and are doing a magnificent job as loyal Brotherhood members and good trade unionists.

Among this remarkable group are such outstanding men as: Sim Johnson, L. J. Lawrence, J. A. Smith, S. N. Bryant, J. M. Gill, J. H. Barnes, J. W. Bowers, R. J. Brownrigg, E. G. Buckhoy, G. Bush, M. Cunningham, W. E. Daniels, H. L. Dezong, W. T. Dunn, K. E. Evans, D. A. Gay, W. L. Gilmore, J. Hayes, A. R. Johnson, P. A. Johnson, N. Lacey, B. F. Lampkins, C. M. Latimer, H. L. Lloyd, William McBride, J. McCants, A. McLane, J. L. Reynolds, G. R. Ross, W. H. Sanders, T. J. Small, G. Smith, F. Strayhand, C. L. Sussewell, A. W. Vinson, E. S. Wise, C. A. Williams, H. Youman, C. C. Perry, L. L. Turner, E. B. Victorio, A. D. Haines, A. U. Terrel, H. Branker, W. H. Bryant, John Lemon, and Geo. G. Smith.

Brotherhood Shrine

Let there be a shrine for colored labor! The Elks Hall on West 129th Street in New York City, the birthplace of the Brotherhood, could and should be that shrine, if some day it may be possessed by the organization.

* * *

LADIES' AUXILIARY, NEW YORK, N. Y.

Seated—left to right: *Lucy Ready, Anna Lee Smith, Minnie Tanner, Ada V. Dillon, President; Estelle Samuels, Vice-President; Sarah Harper, Secretary-Treasurer.* **Standing—left to right:** *Olive Powell, Mary Barnwell, Addie Jenkins, Alice Stevens, Paulin Steadman, Helen Barnett, Norma Harrison, Helen Samonte, Helen Mayhue, Margaret Smith, France Bowden.*

Ladies Auxiliary, New York, N. Y.

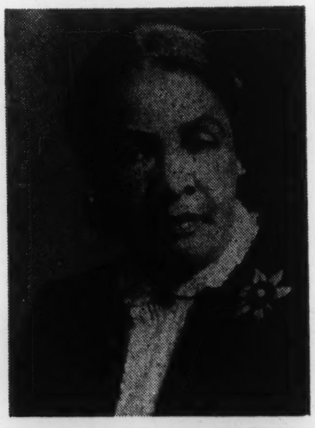
The New York Division of the Ladies Auxiliary was organized by Brother A. Philip Randolph in October 1925. Our first President was Mrs. Frances Butler. The second President was Mrs. Sara Harper, followed by Mrs. Lillian Bowman and Mrs. Katherine Lassiter. Mrs. Sara Harper has served in the capacity of Secretary-Treasurer for nearly twenty-four years.

The contributions of the ladies to the Brotherhood are many. For years when the porters failed to pay dues it was the Auxiliary that raised sufficient funds to assist with the paying of the rent, light, telephone and the maintenance of the Organization. At one time we established a weekly entertainment in order to realize revenue to assist in keeping the Brotherhood alive. We participated in picket lines, in street meetings, as well as carried on a house to house campaign to enlist the aid of porters' families in our all-out struggle against the Company's union.

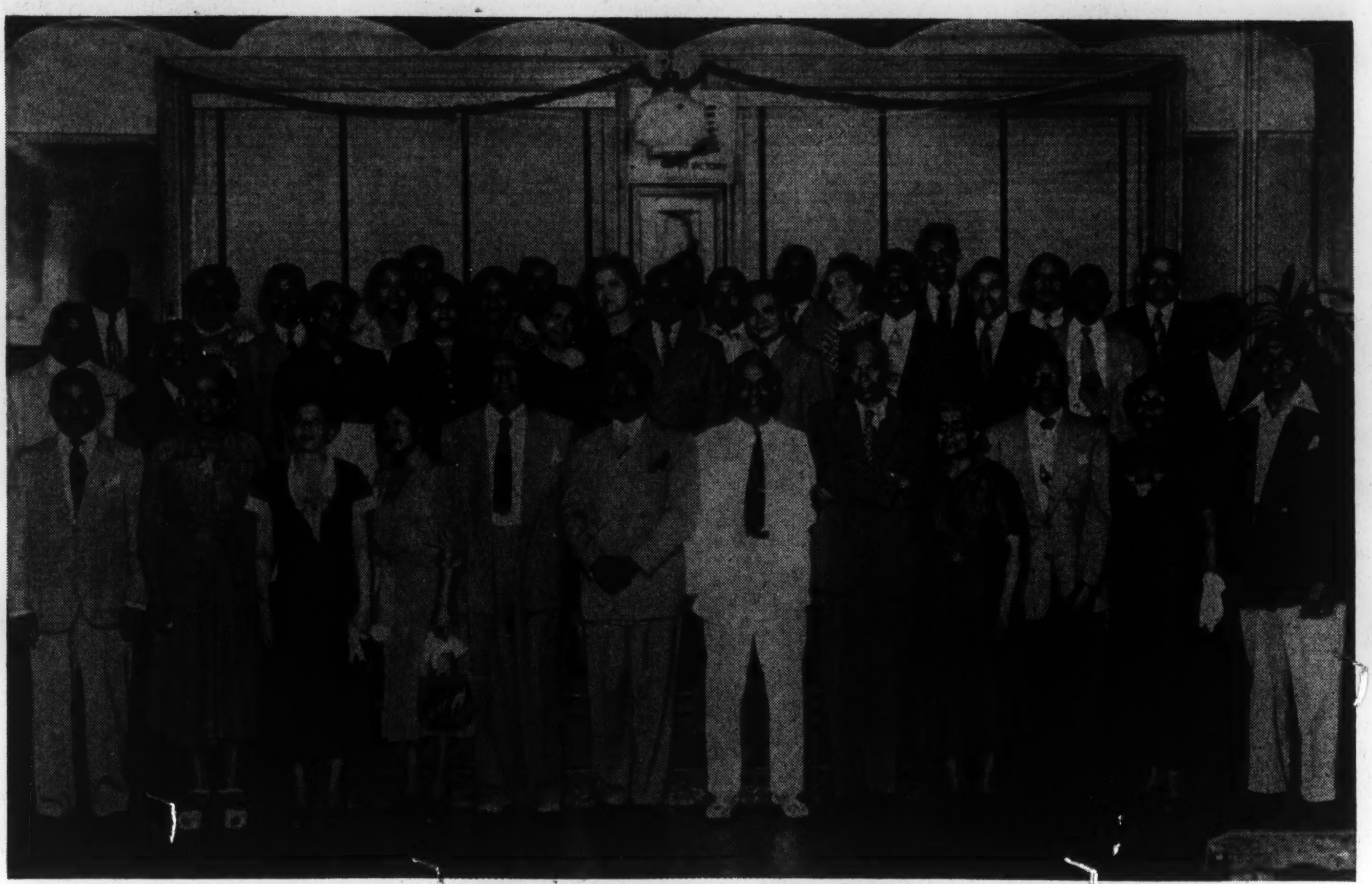
During these years Mrs. Ada V. Dillon was a maid on the New York Central railroad. However, long before her services were terminated from the Pullman Company, she was an active organizer for the Brotherhood, later becoming active in the Ladies Auxiliary, and now serves in the capacity of President. Other officers elected in the recent election are Mrs. Estelle Samuels, 1st Vice-President; Mrs. Frances Bowden, 2nd Vice-President; Mrs. Sarah Harper, Secretary-Treasurer; Mrs. Jennie Toogood, Recording Secretary; Mrs. Anna Lee Smith, Chaplain; Mrs. Ruby Johnson, Sentinel, and Mrs. Mildred Washington, Reporter. The Executive Board members are Sisters Dora Pulliam, Grace Rembert, Pauline Steadman, Anna Rock, Hattie Galloway, Norma Harrison, Lucy Ready, Rella Coles and Frances Bowden. Delegates to the Convention are Alice Stephens, Sara Harper and Dora Pulliam, alternates.

The New York Ladies Auxiliary is indeed happy to be hostess to the coming Convention of the International Ladies Auxiliary. We are honored to participate in the celebration and rededicate ourselves to the task of building a strong and more dependable Auxiliary.

Ada V. Dillon
25 Year Service



R. J. Toogood, Member
New York Ladies Auxiliary



THE CONVENTION COMMITTEE

* * *

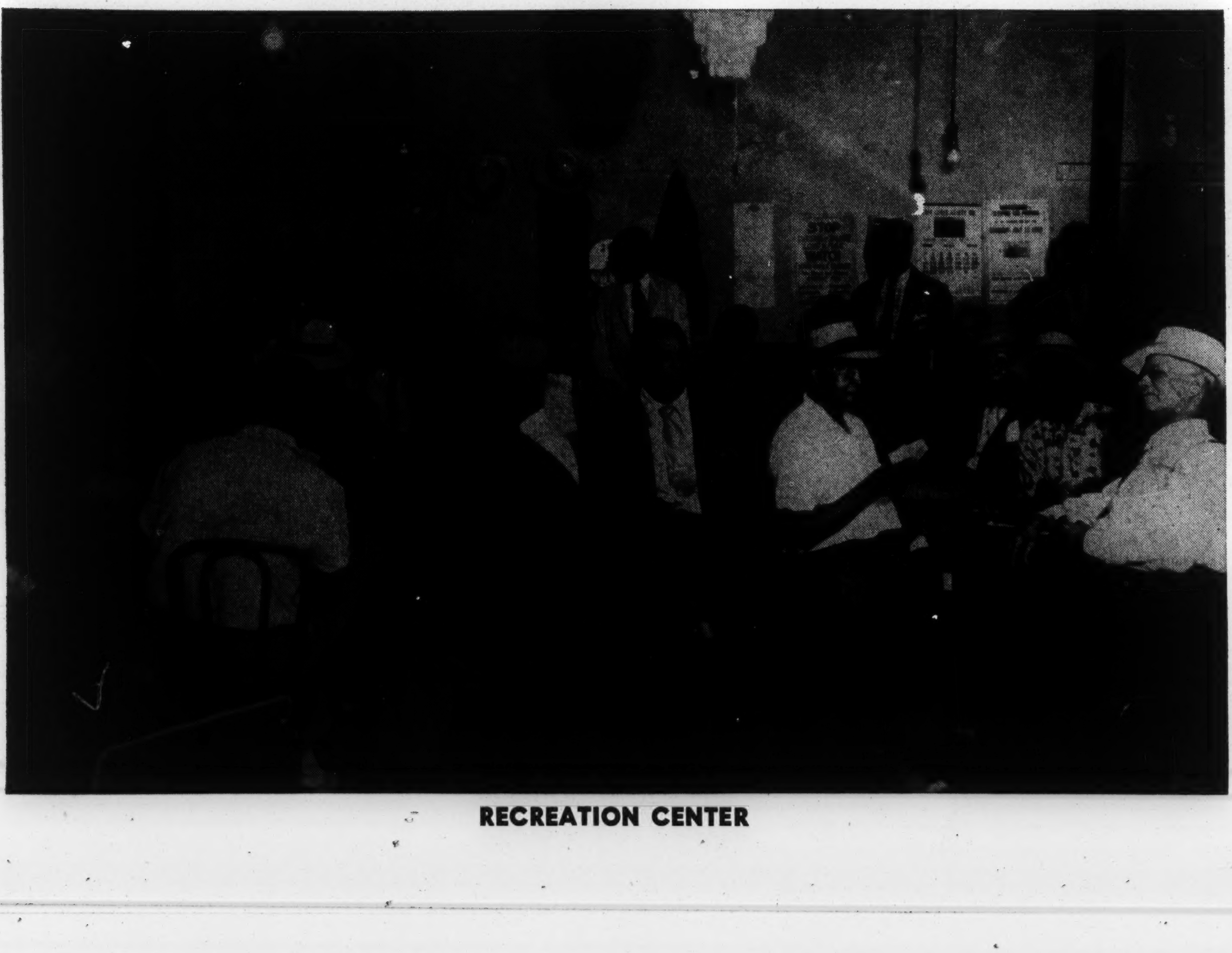
Katherine Lassiter
25 Year Auxiliary Member
New York, N. Y.

Sarah Harper
25 Year Auxiliary Member
New York, N. Y.

RETIRED PORTERS, NEW YORK DIVISION

Seated—left to right: ***Peter W. Washington, N. Y. Central; Leonard M. Wright, Hoboken; Arthur A. Richardson, Pennsylvania Terminal; William E. Andrews, New York Central; Joseph Reilly Kemp, Pennsylvania Terminal; John W. Gilbert, N. Y. Central; U. O. Mitchell, Pennsylvania Terminal.***

Standing—left to right: ***C. H. Raines, Pennsylvania Terminal; Leonard C. Jones, N. Y. Central; Lawyer F. Gooding, Pennsylvania Terminal; Wilson Thompson, N. Y. Central; J. W. McCoy, Pennsylvania Terminal; Thaddeus W. Smith, Pennsylvania Terminal; B. Edwards, N. Y. Central; W. C. Slater, N. Y. Central.***



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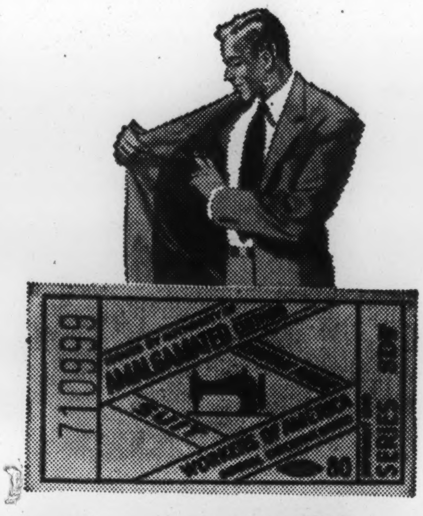
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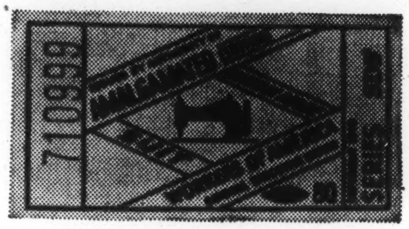

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Left to right: *Anna Williams; Alice Lorand; J. Poindexter-Davis; Charlotte Mitchell; Hope Shepheard; Mignonette Rodwell.*

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OFFICES OF RESEARCH DIRECTOR AND BLACK WORKER

Left to right: ***Theodore E. Brown, Research and Education Director and Editor of Black Worker. Alma Bell, Secretary; Muriel Chadwick, Secretary.***

Greetings:

TO THE INTERNATIONAL BROTHERHOOD
OF SLEEPING CAR PORTERS

from

THE LIBERAL PARTY OF NEW YORK

●

OUR AIMS:

The LIBERAL PARTY'S goals are as clear and consistent as always: We want a healthy, well-housed people. We want elimination of bigotry and discrimination. We expect educational opportunity for all. We aim for a mixed economy of private, cooperative and public enterprise, with sound democratic planning to eliminate periodic depressions and widespread unemployment. We believe that security and expanding prosperity for our people can best be achieved through cooperation of labor, management, farmers, small business men and professional people.

In the world at large, we strive for an effective UNITED NATIONS, without the veto, with international control of atomic power, with a world police force; for aid to set a firm foundation under democracy and democratic forces abroad; for working toward world federal government.

These goals mark the LIBERAL PARTY as a political movement committed to democracy as both a moral end and a social means. We welcome the support of all persons of liberal outlook, regardless of occupation, race creed or previous political affiliation.

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on its Twenty-fifth Anniversary

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sends warm greetings to the

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SLEEPING CAR PORTERS

on its Silver Jubilee.

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Only such labor-liberal cooperation will assure success.

Greetings to the

Brotherhood of Sleeping Car Porters

from the

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Official organ Socialist Party, U.S.A.

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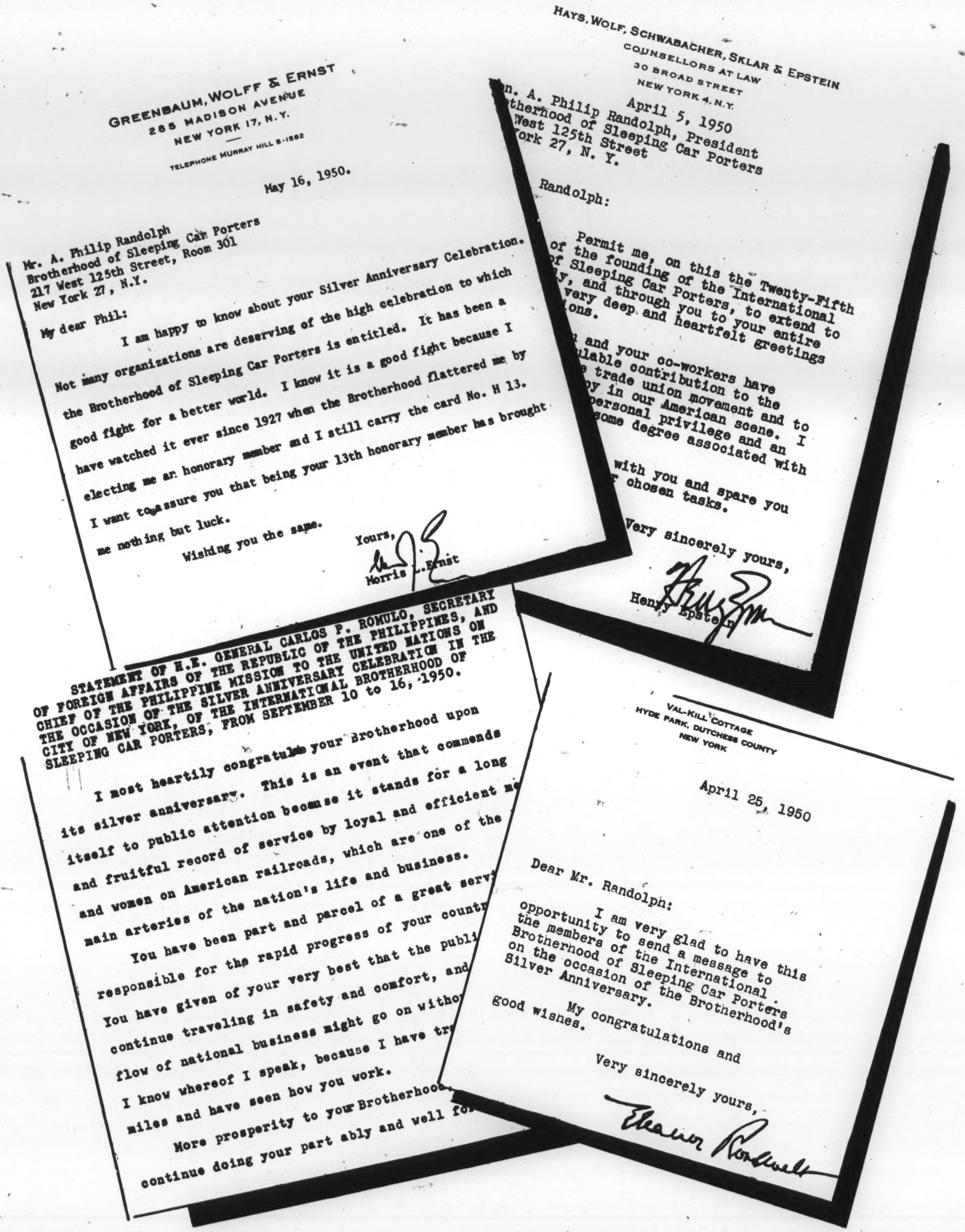

GREENBAUM, WOLFF & ERNST
285 MADISON AVENUE
NEW YORK 17, N.Y.
TELEPHONE MURRAY HILL 5-1562

May 16, 1950.

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, N.Y.

My dear Phil:

I am happy to know about your Silver Anniversary Celebration. Not many organizations are deserving of the high celebration to which the Brotherhood of Sleeping Car Porters is entitled. It has been a good fight for a better world. I know it is a good fight because I have watched it ever since 1927 when the Brotherhood flattered me by electing me an honorary member and I still carry the card No. H 13. I want to assure you that being your 13th honorary member has brought me nothing but luck.

Wishing you the same.

Yours,

Morris L. Ernst

HAYS, WOLF, SCHWABACHER, SKLAR & EPSTEIN
COUNSELLORS AT LAW
30 BROAD STREET
NEW YORK 4, N.Y.

April 5, 1950

n. A. Philip Randolph, President
therhood of Sleeping Car Porters
West 125th Street
York 27, N. Y.

Randolph:

Permit me, on this the Twenty-Fifth
of the founding of the International
of Sleeping Car Porters, to extend to
ly, and through you to your entire
very deep and heartfelt greetings
ions.

and your co-workers have
ulable contribution to the
e trade union movement and to
y in our American scene. I
personal privilege and an
some degree associated with

with you and spare you
r chosen tasks.

Very sincerely yours,

Henry Epstein

STATEMENT OF H.E. GENERAL CARLOS P. ROMULO, SECRETARY OF FOREIGN AFFAIRS OF THE REPUBLIC OF THE PHILIPPINES, AND CHIEF OF THE PHILIPPINE MISSION TO THE UNITED NATIONS ON THE OCCASION OF THE SILVER ANNIVERSARY CELEBRATION IN THE CITY OF NEW YORK, OF THE INTERNATIONAL BROTHERHOOD OF SLEEPING CAR PORTERS, FROM SEPTEMBER 10 to 16, 1950.

I most heartily congratulate your Brotherhood upon
its silver anniversary. This is an event that commends
itself to public attention because it stands for a long
and fruitful record of service by loyal and efficient me
and women on American railroads, which are one of the
main arteries of the nation's life and business.

You have been part and parcel of a great serv
responsible for the rapid progress of your countr
You have given of your very best that the publi
continue traveling in safety and comfort, and
flow of national business might go on witho
I know whereof I speak, because I have tr
miles and have seen how you work.

More prosperity to your Brotherhoo
continue doing your part ably and well fo

VAL-KILL COTTAGE
HYDE PARK, DUTCHESS COUNTY
NEW YORK

April 25, 1950

Dear Mr. Randolph:

I am very glad to have this opportunity to send a message to the members of the International Brotherhood of Sleeping Car Porters on the occasion of the Brotherhood's Silver Anniversary.

My congratulations and good wishes.

Very sincerely yours,

Eleanor Roosevelt

Greetings . . .

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Local 99, ILGWU

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New York City

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Manager

DA. 3-9093

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New York, N. Y.

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ALBANY DIVISION

Seated—left to right: M. R. Jefferson, H. L. Blassengale, Vice-President; Osmond Cole, M. C. Williams, Secretary-Treasurer; J. R. Potts (now deceased). Back row—left to right: J. N. Wyatt, A. D. Cooke, G. B. Dudley, E. Barring, B. Bryant, J. T. Johnson, B. Robinson, B. T. Moore, C. T. Raullerson.

Albany Division

The Albany Division was organized officially in 1935 by our International Field Organizer, B. F. McLaurin. In spite of our late setup it can be truthfully said the men of Albany played their parts well.

There were men like J. B. De Boe now retired, E. Barring Jefferson, and others who joined the New York Local during the early days and did much to encourage the support of the early struggles of the Brotherhood. Albany has had but two presidents and one secretary-treasurer. O. Cole was the first while J. R. De Boe succeeded him and has held the office ever since. Morgan C. Williams has been our only secretary-treasurer. Under the leadership and with the support of men like H. L. Blassengale, B. T. Moore, J. R. Potts, deceased, Ranson, Johnson, C. T. Raullerson and J. N. Wyatt, to mention a few. The Divison has played its part in the Organizaton's progress. Our Ladies Auxiliary has supported our efforts and deserves much praise for its untiring efforts to keep the spirit of the Organization alive. Our Division membership is suffering from war-time cut backs.

Greetings on a grand occasion to
A Grand Trade Union
ROSE PESOTA
245 W. 25th Street New York, N. Y.

Greetings and Best Wishes . . .
DONALD HARRINGTON
The Community Church of New York

Greetings and Best Wishes
from
WILLIAM JOINER
New York, N. Y.

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LIBERAL PARTY
Boardwalk Branch — 4th Street
13th Assembly District
Brighton Beach, N. Y.

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for All Labor

ADAM POWELL

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International Ladies'
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DEWEY LONG, Secretary

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Local 25

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William Bowe
Assistant Claims Adjuster
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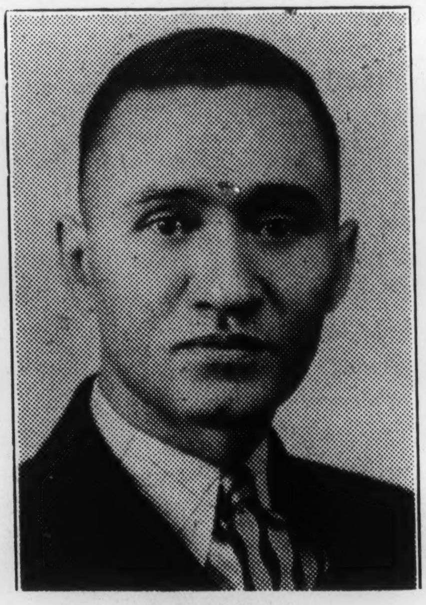
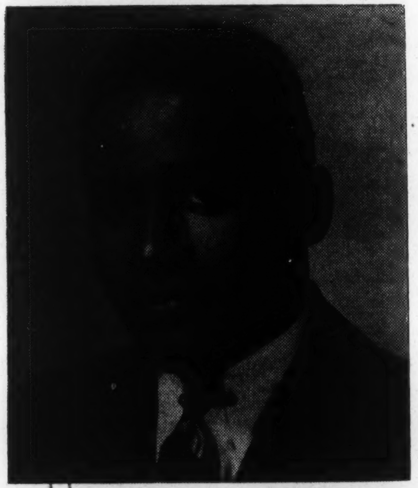
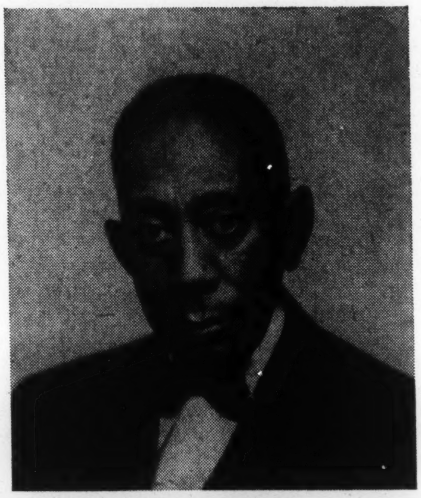
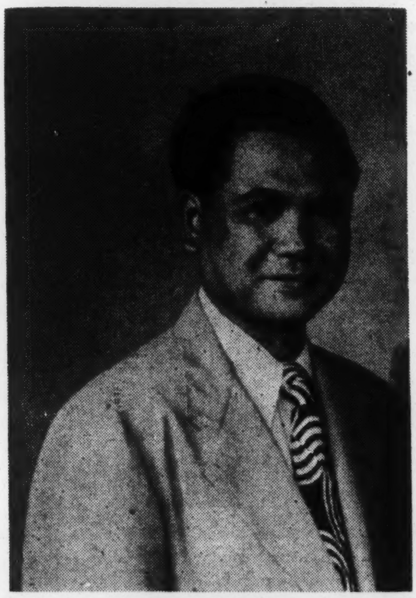

T. D. McNeal
International Field Organizer
St. Louis, Mo.

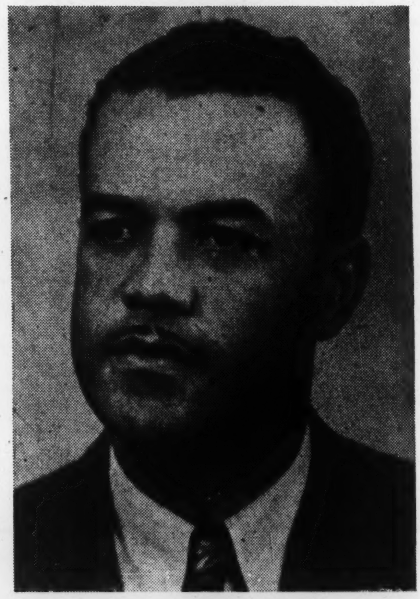
B. F. McLaurin
International Field Organizer
New York, N. Y.


Theodore E. Brown
Research Dir. & Managing Editor of Black Worker


Ernest Smith
Intl. Field Organizer
Chicago, Ill.

Dorothy Allison
Field Organizer
New York Central District


E. E. Victorio
Member of Organizing Committee
N. Y. Division


A. R. Blanchette
Intl. Field Organizer
Canada

O. W. Bynum
P. T. Organizer
Chairman Entertainment Comm.

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Morris Freedman, M.D.—Dep. Med. Supt.
Nathan Mandel, Lay Supt.
Mrs. Aubrey Dailey, Supt. of Nurses
Graham Burnett, Supervisor
Birdie E. Brown, R.N.—Personnel Supervisor
Lelia G. Bowden, R.N.—Obstetrical Supervisor
Lucille F. Givens, R.N.—Nursing Office
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Viola Jenkins, R.N.—Pediatric Supervisor
Mary F. Chambers, R.N.—Afternoon Supervisor
O'Conee R. Walker, R.N.—Medical Supervisor
Jessie H. Dungee, R.N.—Clinical Instructor
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ARTHUR L. HARCKHAM, *Sec.-Treas.*
THOMAS G. YOUNG, *Recording Sec.*

GREETINGS:

The birth of the Brotherhood of Sleeping Car Porters in 1925 marked a historic moment in the struggle of Negroes—the world over, and in the life of the American labor movement.

The Negro Labor Committee, composed of unions both C.I.O. and A.F. of L. with a combined membership of over a million white and Negro workers salutes you in comradeship on your 25th Anniversary.

The Negro Labor Committee
THE NEGRO LABOR COMMITTEE
Frank R. Crosswaith, Chairman

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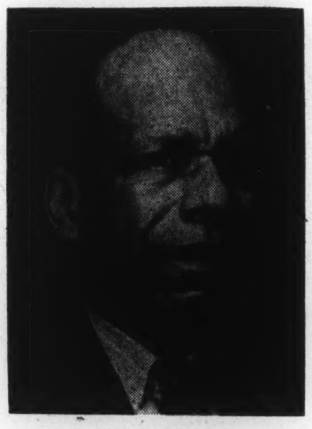
Charleston-Savannah Division

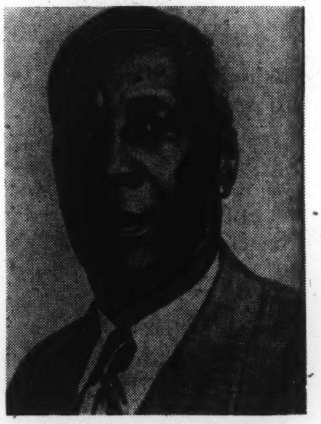


A. M. McCottry, Secretary-Treasurer Charleston-Savannah, Div.

The Charleston-Savannah Division, formerly Charleston Division, was organized in 1934 by our International Field Organizer, B. F. McLaurin, with just enough men to meet the charter requirements. Some of the men with us at that time were J. B. Graves, L. E. Prescott, A. M. McCottry, C. B. Matthews, C. Temple, C. T. Holloway, and W. E. Middleton (now deceased).

After many years the Charleston Division was transferred to Savannah. After the merger, the first member was H. Skipper followed by J. A. Leake, who did the local organization work and carried on the organization's program. Brother Leake held this position for some time and in time was succeeded by Brother Ben Baker.

Under the present leadership of O. C. Mack, President, A. M. McCottry, Secretary-Treasurer, and Ben Baker, Organizer and Recording Secretary, we are making our contribution to the International and take pride in the fact that the organization's slogan "A quitter never wins and a winner never quits" has real meaning to our Division.



J. R. B. Graves, President Charleston-Savannah Div.

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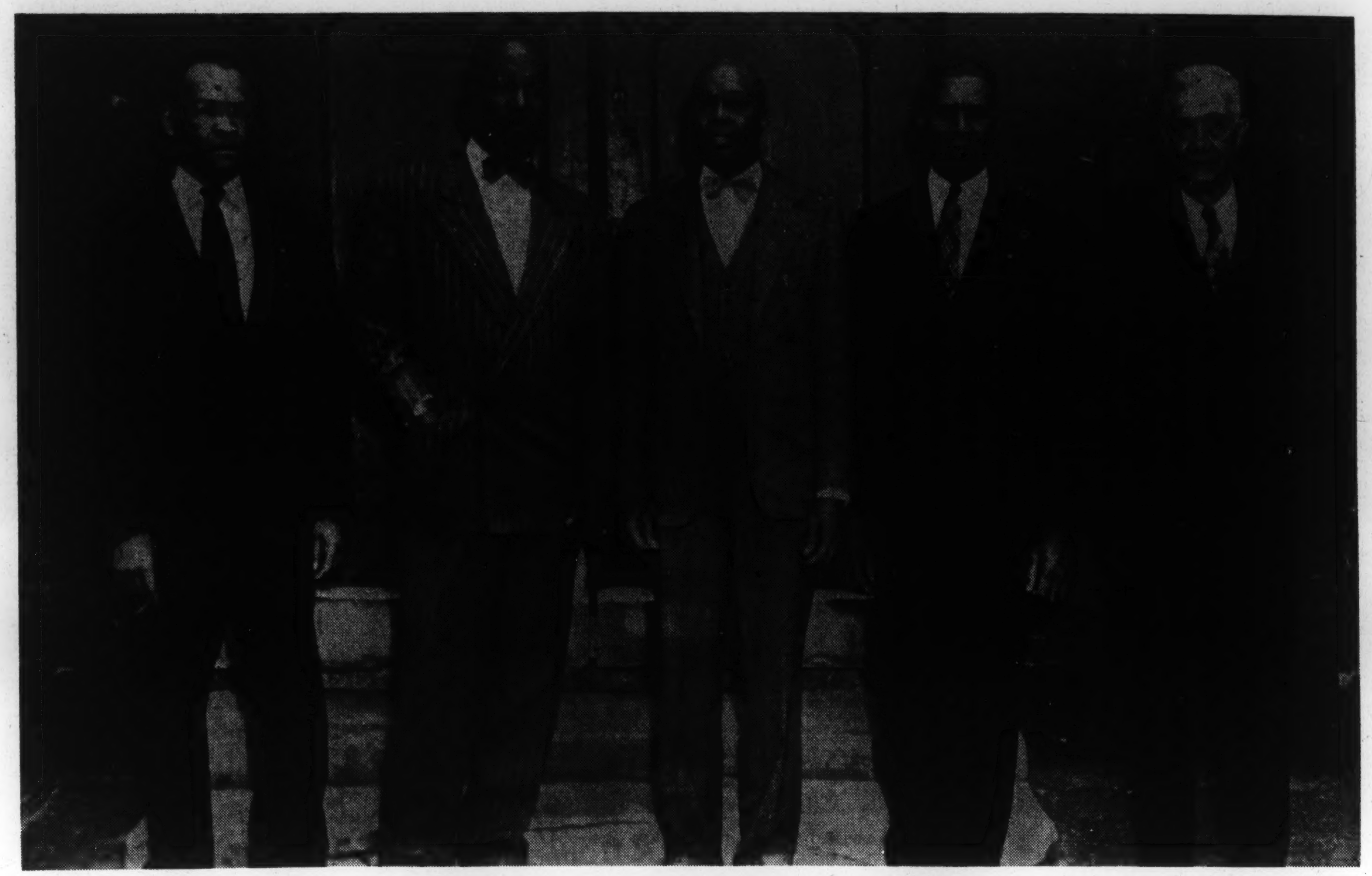

BUFFALO DIVISION EXECUTIVE BOARD

Left to right: J. King, G. Jordan, M. A. White, R. Vaughn, G. Garrett.

Buffalo Division

The Buffalo Division of the Brotherhood of Sleeping Car Porters came into existence in the month of October in the year 1932. At that time the Brotherhood was working under cover and most men were afraid to be identified with the organization for fear of losing ther jobs. However, some few men of the Buffalo Division were members of the New York and Detroit Divisions and had only to transfer their membership here. Much credit for the organization of this Division is due R. Woodward, who took the lead as organizer. Brother Bennie Smith, Second International Vice-President, came to Buffalo and set up this local. Brother O. H. Thomas was our first President and Mr. R. Woodward was Secretary-Treasurer. During this time the Ladies' Auxiliary was organized, with Brother O. H. Thomas officiating. The local has had seven presdients who, with the aid of strong committees and alert support of our national organization, have done much to bring about a strong division. Our committees have made us known in civic as well as labor circles. At present the organization is definitely on the upgrade with a growing membership.

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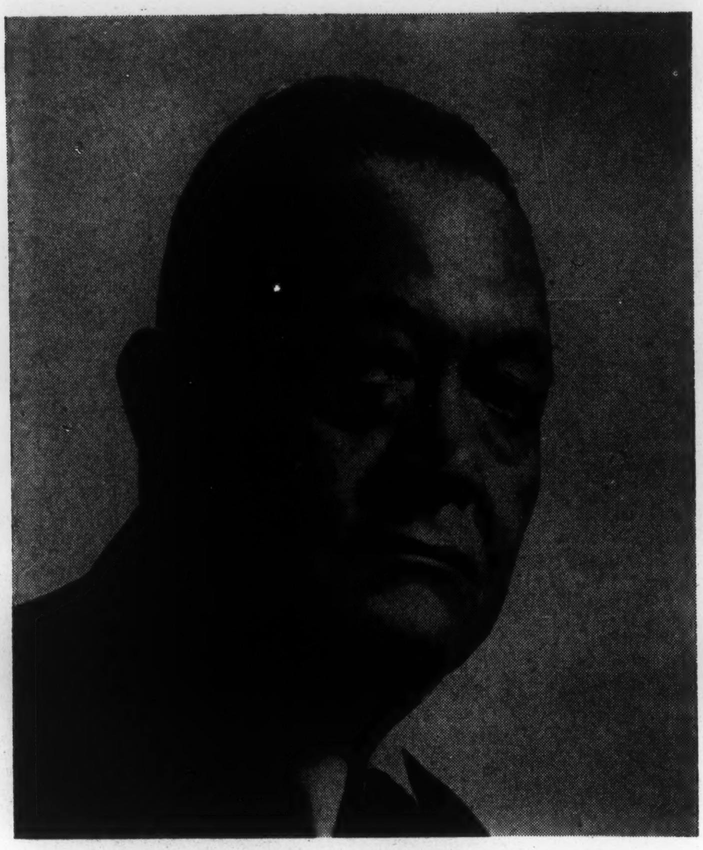
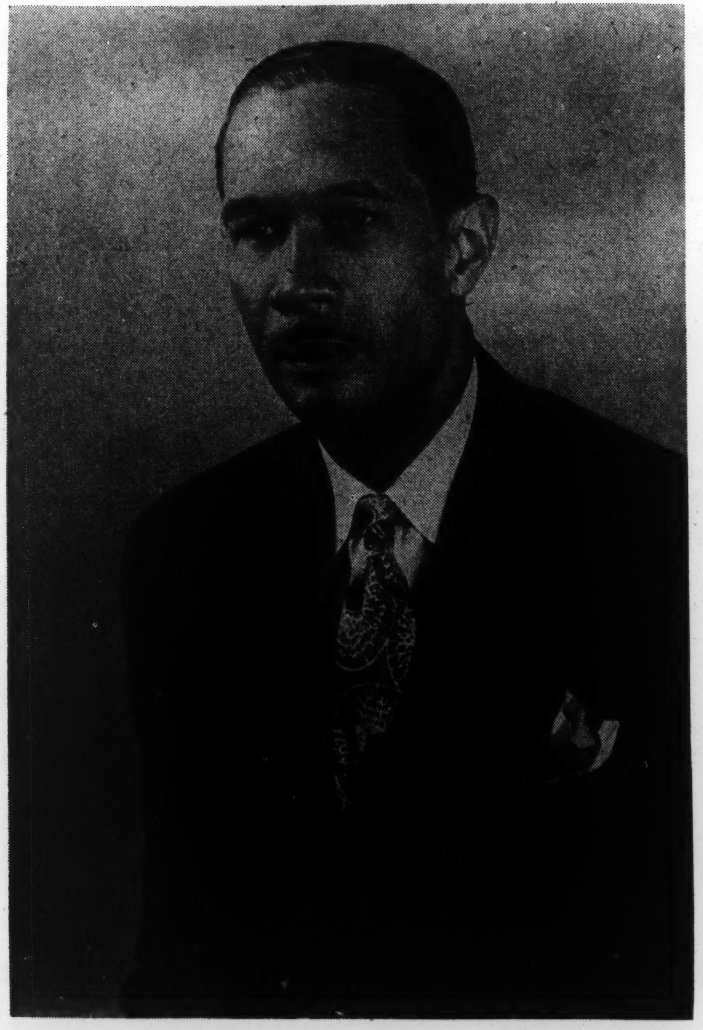


George N. Spencer

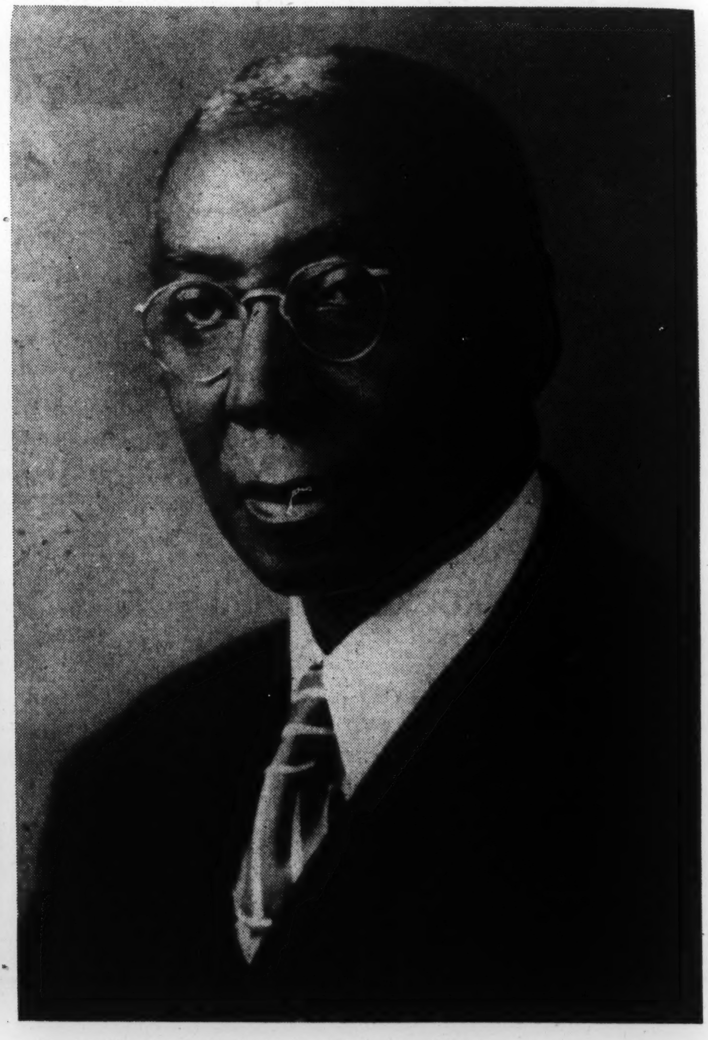
After being carefully trained in the Culinary Department in London, England, and Hamburg, Germany, at the age of 19, George N. Spencer was the first Negro chef cook to take the 20th Century Limited out of the Grand Central Station. Because of his success, he made it possible for others to have the same opportuity.

Mr. Spencer has 39 years of service as an outstanding chef cook on the Pennsylvania Railroad. He also has traveled from the ground floor of Prince Hall F. and A. M. to the Ascension Commandary of Medina Temple No. 19.

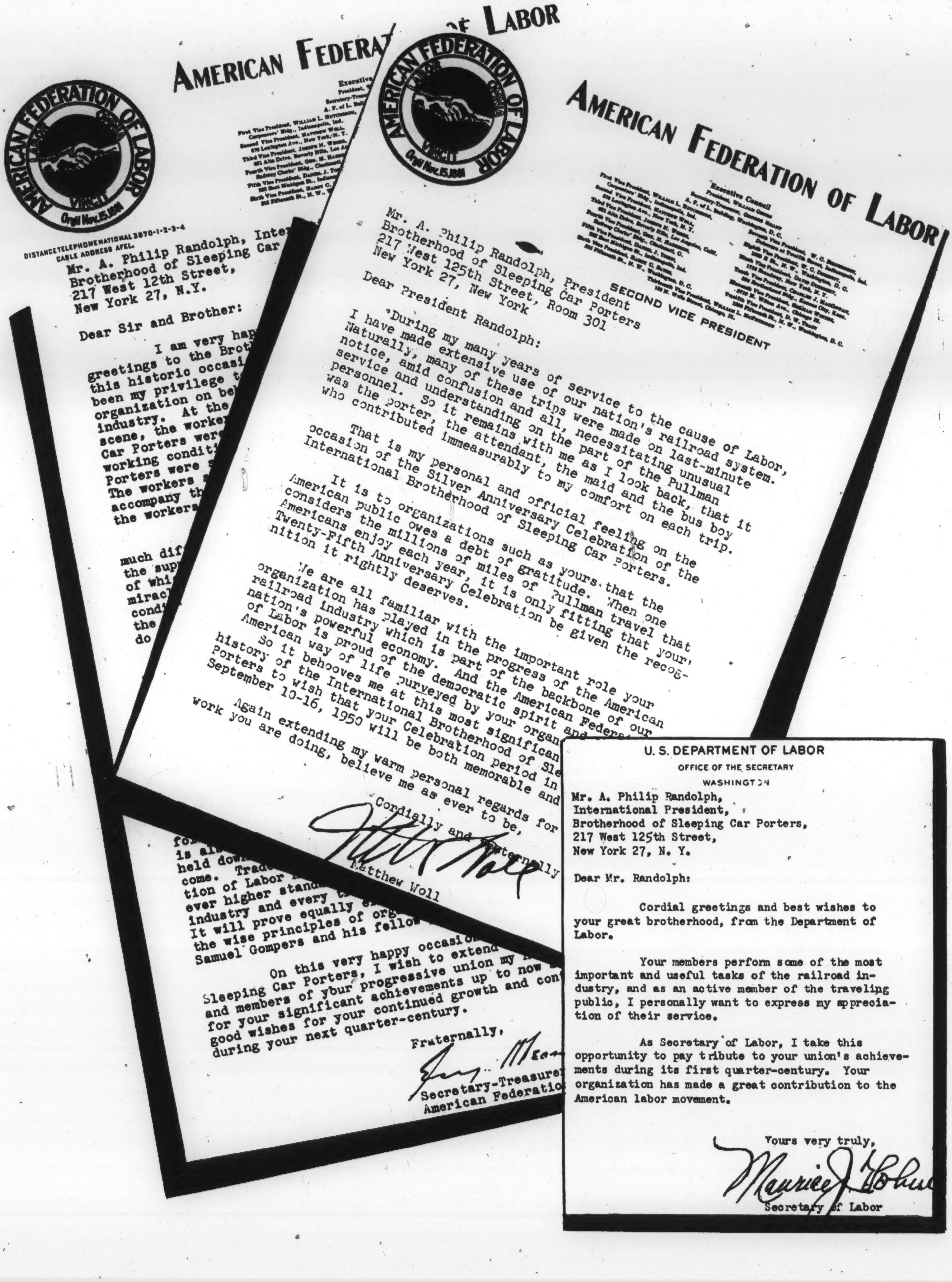
He is an ardent supporter of the Brotherhood of Sleeping Car Porters Organization and has made many valuable contributions to its cause. The Organization highly appreciates his cooperation in connection with its convention program.



H. Branker devotes his time helping to adjust the many problems of the Atlantic Coast Line Attendants and Maids as well as selling the Coast Line Service.



B. C. Massey, Retired Porter, Washington, D. C., while enjoying a well earned retirement, is never too busy to play his part in spreading the gospel of Brotherhood.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Mr. A. Philip Randolph, Inter
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217 West 12th Street,
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greetings to the Brot
this historic occasi
been my privilege t
organization on be
industry. At the
scene, the worke
Car Porters wer
working conditi
Porters were
The workers
accompany th
the workers

much dif
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condi
the
do

fo
is al
held dow
come. Trad
tion of Labor
ever higher stand
industry and every
It will prove equally
the wise principles of org
Samuel Gompers and his fellow

On this very happy occasi
Sleeping Car Porters, I wish to extend
and members of your progressive union my
for your significant achievements up to now
good wishes for your continued growth and con
during your next quarter-century.

Fraternally,

Secretary-Treasure
American Federatio

AMERICAN FEDERATION OF LABOR

Executive Council

SECOND VICE PRESIDENT

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear President Randolph:

"During my many years of service to the cause of Labor, I have made extensive use of our nation's railroad system. Naturally, many of these trips were made on last-minute notice, amid confusion and all, necessitating unusual service and understanding on the part of the Pullman personnel. So it remains with me as I look back, that it was the porter, the attendant, the maid and the bus boy who contributed immeasurably to my comfort on each trip.

That is my personal and official feeling on the occasion of the Silver Anniversary Celebration of the International Brotherhood of Sleeping Car Porters.

It is to organizations such as yours that the American public owes a debt of gratitude. When one considers the millions of miles of Pullman travel that Americans enjoy each year, it is only fitting that your Twenty-Fifth Anniversary Celebration be given the recognition it rightly deserves.

We are all familiar with the important role your
organization has played in the progress of the American
railroad industry which is part of the backbone of our
nation's powerful economy. And the American Federa
of Labor is proud of the democratic spirit and
American way of life purveyed by your organ

So it behooves me at this most significan
history of the International Brotherhood of Sle
Porters to wish that your Celebration period in
September 10-16, 1950 will be both memorable and

Again extending my warm personal regards for
work you are doing, believe me as ever to be,

Cordially and fraternally

Matthew Woll

U. S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, N. Y.

Dear Mr. Randolph:

Cordial greetings and best wishes to your great brotherhood, from the Department of Labor.

Your members perform some of the most important and useful tasks of the railroad industry, and as an active member of the traveling public, I personally want to express my appreciation of their service.

As Secretary of Labor, I take this opportunity to pay tribute to your union's achievements during its first quarter-century. Your organization has made a great contribution to the American labor movement.

Yours very truly,

Maurice J. Tobin

Secretary of Labor

Best Wishes . . .

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WORKERS' UNION
Local 155

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SAMUEL COHEN, President
LOUIS NELSON, Manager-Sec'y

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Rosina C. Tucker, Int'l. Sec'y-Treas.
Katherine Lassiter, 1st Int'l. Vice-Pres.
Mae Dailey, 2nd Int'l. Vice-Pres.
Fannie J. Caviness, 3rd Int'l. Vice-Pres.
Ardella Nutall, 4th Int'l. Vice-Pres.

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WI. 7-1220
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E. G. and H. L. FORD

Accounts and Auditors

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Hearty congratulations and best wishes on this, your 25th Anniversary.

Your organization has made great progress. You are to be congratulated on your great achievement in your participation in the various activities for social justice.

Fraternally,

HARRY GREENBERG

Mgr. Sec'y, Local 91, I.L.G.W.U.

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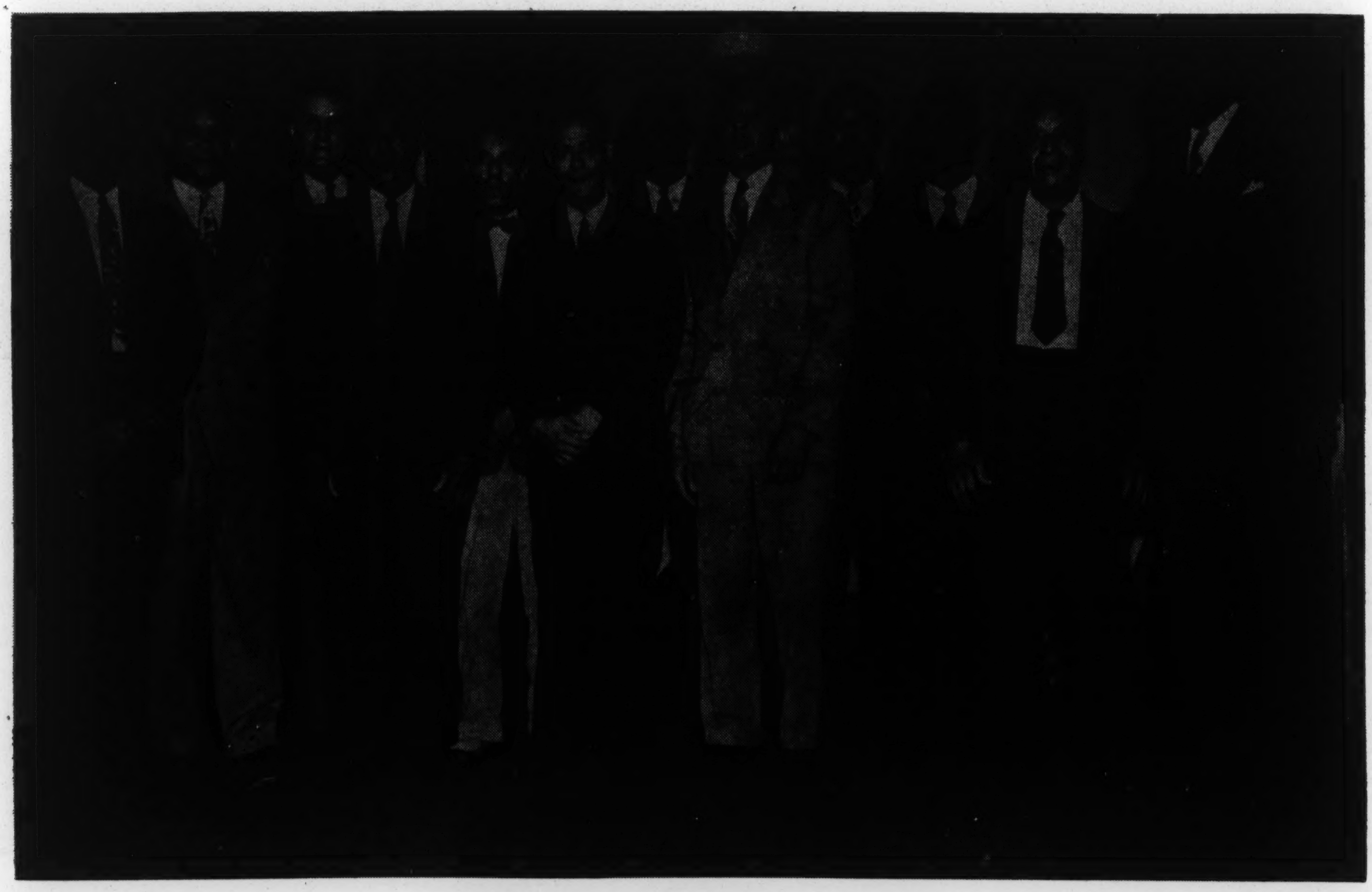

JERSEY CITY DIVISION, B. S. C. P.

Left to right: *J. Dumas; W. S. Dixon; W. W. Adams; M. F. Cunningham, Secretary-Treasurer; C. A. Johnson; H. W. Boulden; W. Hall; V. L. Kearney; T. Boone; H. H. Williams; J. Shelton; W. S. Fant, President.*

LADIES' AUXILIARY, JERSEY CITY, N. J.

Seated—left to right: ***Francina Ware, Georgia Boone, Second Vice-President; Effie Kearney, Emline Davis.*** **Standing—left to right:** ***SeBelle Cunningham, Secretary-Treasurer; Evelyn Ford, Nora Viola Boone, Recording Secretary; Elva Dirson.***

Ladies Auxiliary, Jersey City, N. J.

The present New Jersey Ladies Auxiliary to the Brotherhood of Sleeping Car Porters was organized in the year 1937 by Mrs. Georgia L. Boone, of Newark, New Jersey, with the cooperation of our International Field Organizer, B. F. McLaurin.

The new group was then organized as the Colored Women's Economic Council to the BSCP. The purpose of the Council or Auxiliary was to unite the wives of porters, since many wives did not understand the reason for the Brotherhood and strenuously objected to their husbands joining. They objected for two reasons. First, they feared their men would lose their jobs. Second, they felt the dues were too much per month. However, a few women saw the necessity of organizing and with the strong determination of Brother W. W. Milteer, who was President of the Jersey City Local, the organization became a reality.

A few of the women who were determined to stick with their men insisted on the other women giving support and encouragement to their men were Sister Puckett of Chicago, Sister K. Lassiter of New York City and Sister R. Tucker of Washington, D. C. These women are as old in

The New Jersey Ladies Auxiliary has ranked high from its beginning in 1937. The Auxiliary put forth every effort to send delegates to the first Convention in Chicago and was successful. We have ranked highest in winning scholarships to the trade union schools and have sent four pupils to school. When they return they speak freely of their subjects and how much they benefited from them. We have contributed to every cause requesting aid of the International organizations. The ladies look forward to a successful future under the leadership of Mrs. Georgia L. Boone, President, and Mrs. S. Cunningham, Secretary-Treasurer. the movement as the heads of the International Brotherhood. Many others expressed their steadfastness. Then, wives of porters all over the country began to attend Brotherhood meetings and give entertainments to aid the Brotherhood financially and morally.

After many Economic Councils were organized over the country, Brother Randolph saw the need of an International Ladies Auxiliary. Each Local Auxiliary was asked to send a delegate to Chicago in September 1938 and there an International Ladies Auxiliary was organized.

Personal Greetings—Jersey City Division

Mrs. Jane Adams
Mr. W. W. Adams
Mr. Oreste Avallone
Thomas Batts
Mrs. Edna Baker
Mr. and Mrs. P. Boone
Mr. and Mrs. T. Boone
Mr. and Mrs. S. E. Bulger
William Campbell
Cole's Restaurant
J. Crosby and Family
Mr. and Mrs. M. F. Cunningham
Mrs. Ernestine Hall
Mr. D. Hane
Mr. and Mrs. Y. Hudson
Mr. and Mrs. P. A. Jones

Personal Greetings—Jersey City Division (Continued)

Mr. and Mrs. V. Kearney
Louis Fish Market
Walter McCann
Modern Beauty Shoppe
Mrs. Ada Parker
Mr. and Mrs. Louis Pinkney
Deanna's Beauty Shoppe
Dr. D. J. Dixson
Mr. and Mrs. W. S. Dixson
W. S. Dixson
Mr. and Mrs. H. Fitzhugh
Mr. and Mrs. M. J. Ford
Mrs. Ralphine Foster and Daughter
Mr. and Mrs. F. Garner
Gray's Shop
Mr. R. Green
Roberts Liberal Store
B. K. Rosenstein
Stephens Confectionery Store
Mr. and Mrs. Garnet Smith
Mr. and Mrs. Alfred A. Thomas
Mr. R. Tinck
Mr. and Mrs. S. A. Waters
Mr. and Mrs. Wilbur Williams
Mrs. Arthur Winston
Mr. and Mrs. F. Ware
Val Berridge
Theodore Branch
Mr. Butler
Mrs. Cornelia Butler
J. W. Byrd, Jr.
C. P. Caldwell
Al Chadwick
Miss Annie
Thomas Chadwick
Eddie Mae Chism
Lillie Pearl Coleman
W. A. Darden
R. Davis
L. A. Emery
M. Estis
Hudson Gibson
Phelan Goree
S. S. Green
Abraham Grimes
Edna Grimes
Esther Grimes
Willis Grimes
J. B. Harris
S. Harris
Pete Hill
L. F. Holloman
M. Laval
Wiley E. Lee
W. H. Lockhart
Suzzane Mazyck
Mrs. Anna Smith
C. L. Miles
L. A. Nash
C. H. Nunn
Pearl Orphey
A. F. Parker
M. N. Payne
J. S. Pinckney
E. D. Porrell
Robert Porter
Mrs. Lucy Reed
J. R. Robinson
William Sandford
Amos N. Shields
Corren Simmons
P. B. Simmons
G. L. Smith
William Spigner
Mrs. and Mrs. Geo. Tanner
Miss Isabelle Terrell
J. F. Waddell
J. B. Willis
Clarance Wright

Mr. and Mrs. R. W. Randolph
Mr. and Mrs. F. Jones
Mr. O. W. McCarray
Mr. and Mrs. Bell
Mr. and Mrs. J. Shelton
Mr. and Mrs. M. F. Cunningham
Mrs. Emeline Davis and Daughter
Mr. and Mrs. Cisne R. P. Buchanan
Mary Etta and William H. Booker
Mr. and Mrs. Asher Booker
Mr. and Mrs. Lester McKee
Mr. V. L. Kearney, Fr.
Mr. and Mrs. S. Ware
Wilhelmina Lewis
Mr. Charles H. Williams

Greetings . . .

ALICE R. SINCLAIR
PHOTOGRAPHER
457 Jackson Avenue Jersey City, N. J.
BE. 4-2156

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MA 3-9700 Helen McCoy, Prop.
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Notary Public
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Compliments of . . .

J. H. STEWART
Hoboken District

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and
MR. W. S. FANT
President J. C. Division

Compliments of . . .

QUEEN ESTHER CHAPTER No. 2
O. E. S. • P. H. A.
Jersey City, N. J.

Greetings . . .

MR. & MRS. HARVEY HOLLAND and Family
619 Ocean Avenue Jersey City, N. J.

Greetings . . .

MR. & MRS. C. A. JOHNSON and Family
Jersey City, N. J.

Greetings . . .

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431 JACKSON AVE. JERSEY CITY, N. J.

BIgelow 8-1672

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Dr. Marcus E. Carpenter ....President

Commissioner of Redevelopment

Agency of Jersey City, N. J.

Eugene Calhoun ....Vice-Pres.

Arthur Ottley ....2nd Vice-Pres.

Greetings . . .

LADIES AUXILIARY

New Jersey Division, B.S.C.P.

G. BOONE, President

S. CUNNINGHAM, Sec'y-Treasurer

Greetings . . .

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ENglewood 3-6448

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36 Englewood Avenue Englewood, N. J.

Katie Robinson, Manager

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DEL. 3-5227 BE. 3-1871

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758 Ocean Avenue Jersey City, N. J.

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ANDERSON'S SHOE REPAIRING

465 Jackson Street Jersey City, N. J.

Greetings from . . .

The Jersey City Division of the Brotherhood of Sleeping Car Porters

W. S. FANT, President

M. F. CUNNINGHAM, Sec'y-Treasurer

Best Wishes . . .

WET or DRY

"We Wash Everything But the Baby"

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Alonzo Cleammons, Mgr. Englewood, N. J.

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Modern Moving and Storage

59 Monticello Avenue Jersey City, N. J.

Compliments of . . .

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301 Clinton Avenue Newark 8, N. J.

CHARLES ZUCKERMAN, President MEYER ELKIN, Manager

Best Luck . . .

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BE 3-1486 W. D. McDuffie, Prop.

103 Union Street Jersey City 4, N. J.

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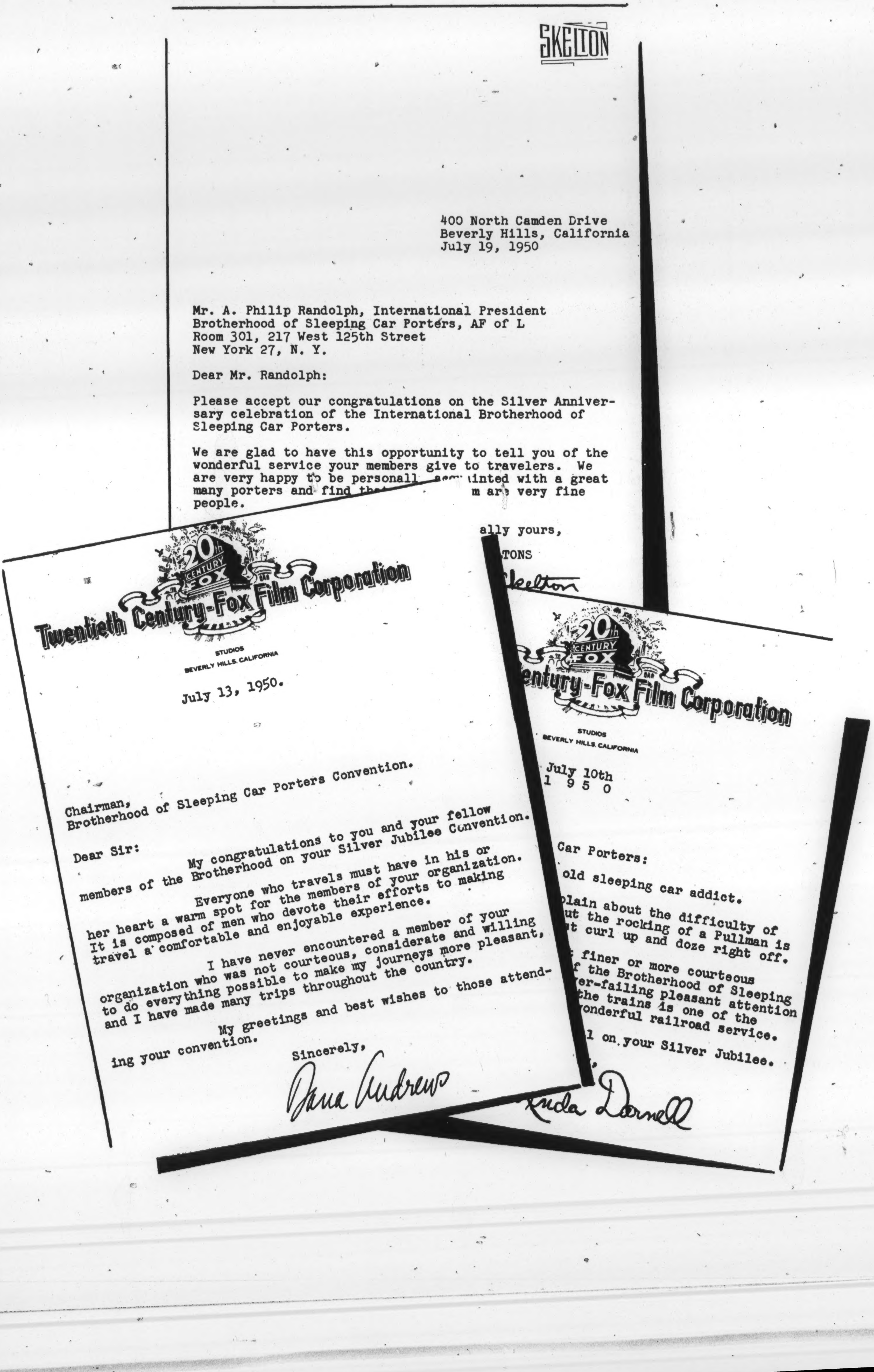
ETHERIDGE GROCERY AND MEAT MARKET

73 Kearney Avenue Jersey City, N. J.



SKELTON

400 North Camden Drive
Beverly Hills, California
July 19, 1950

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters, AF of L
Room 301, 217 West 125th Street
New York 27, N. Y.

Dear Mr. Randolph:

Please accept our congratulations on the Silver Anniversary celebration of the International Brotherhood of Sleeping Car Porters.

We are glad to have this opportunity to tell you of the wonderful service your members give to travelers. We are very happy to be personall acquainted with a great many porters and find that m are very fine people.

ally yours,

TONS

Skelton

Twentieth Century-Fox Film Corporation
STUDIOS
BEVERLY HILLS, CALIFORNIA

July 13, 1950.

Chairman,
Brotherhood of Sleeping Car Porters Convention.

Dear Sir:

My congratulations to you and your fellow members of the Brotherhood on your Silver Jubilee Convention.

Everyone who travels must have in his or her heart a warm spot for the members of your organization. It is composed of men who devote their efforts to making travel a comfortable and enjoyable experience.

I have never encountered a member of your organization who was not courteous, considerate and willing to do everything possible to make my journeys more pleasant, and I have made many trips throughout the country.

My greetings and best wishes to those attending your convention.

Sincerely,

Dana Andrews

Century-Fox Film Corporation
STUDIOS
BEVERLY HILLS, CALIFORNIA

July 10th
1 9 5 0

Car Porters:

old sleeping car addict.

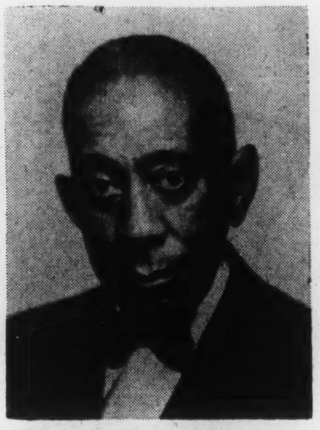
plain about the difficulty of ut the rocking of a Pullman is t curl up and doze right off.

finer or more courteous f the Brotherhood of Sleeping er-failing pleasant attention the trains is one of the wonderful railroad service.

l on your Silver Jubilee.

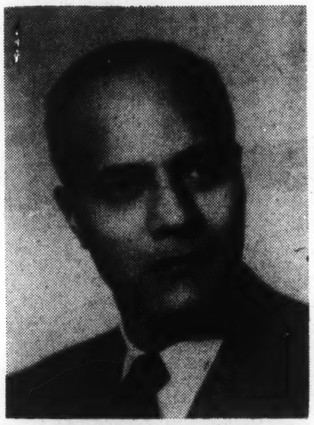
Linda Darnell

Milton P. Webster
President
Chicago, Ill.



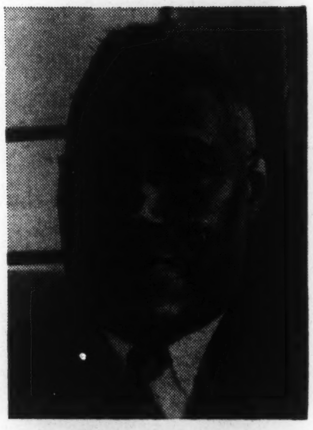
Ernest Smith
Secretary-Treasurer
Chicago, Ill.

L. O. Manson
First Vice-President
Chicago, Ill.

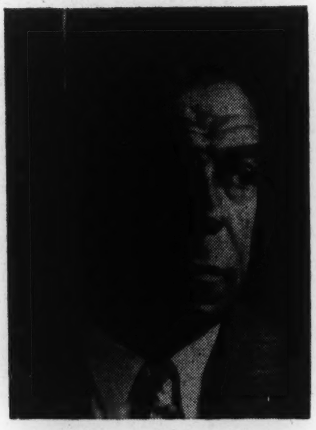


C. E. Grooms
Second Vice-President
Chicago, Ill.

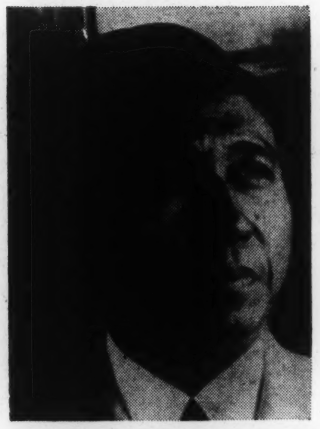
James A. Martin
Member Executive Board
Chicago, Ill.



Benj. F. Wilson
Member Executive Board
Chicago, Ill.

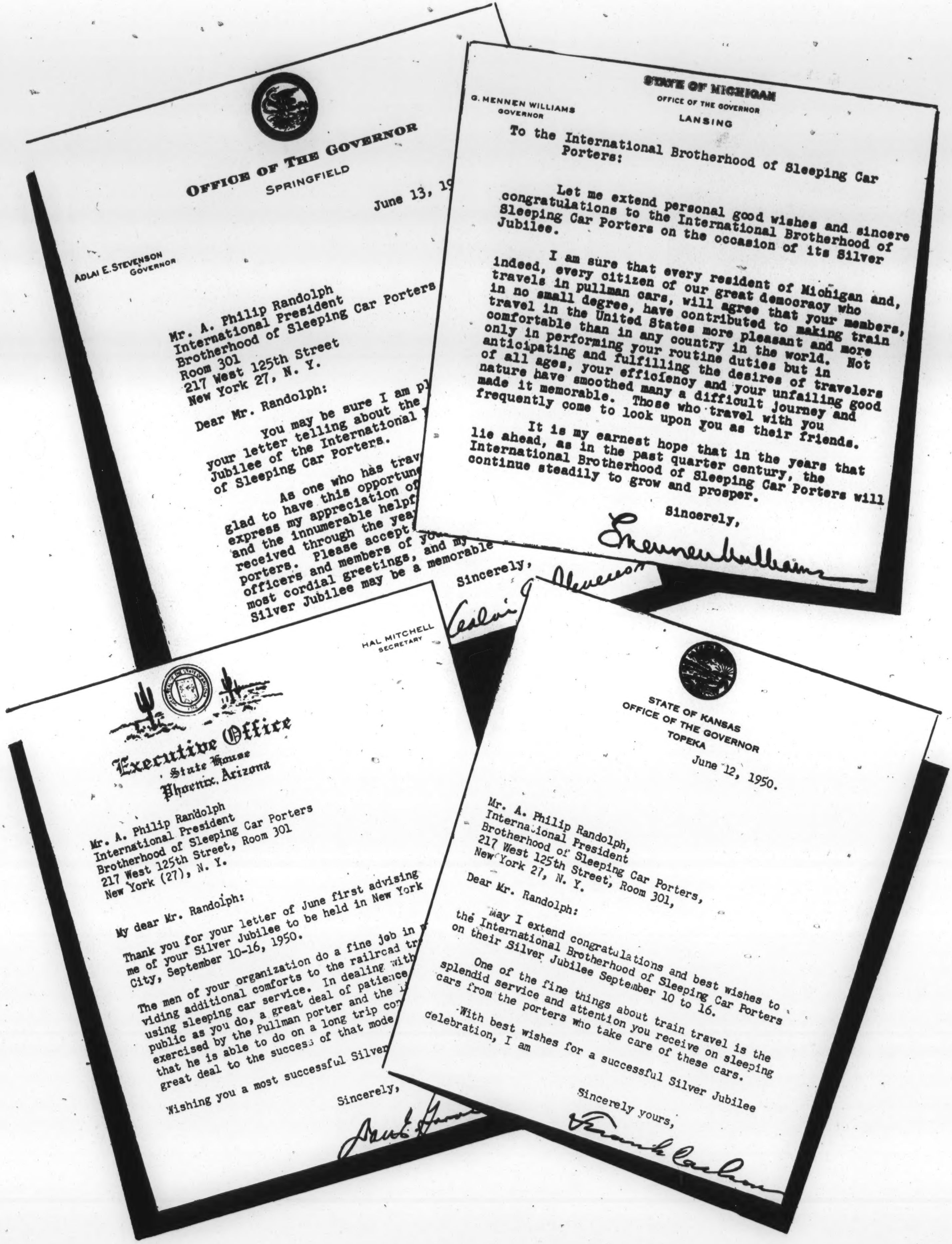


William F. Martin
Member Executive Board
Chicago, Ill.



C. E. Samonte
Member Executive Board
Chicago, Ill.

William Northrip
Member Executive Board
Chicago, Ill.



OFFICE OF THE GOVERNOR
SPRINGFIELD

ADLAI E. STEVENSON
GOVERNOR

June 13, 19

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
Room 301
217 West 125th Street
New York 27, N. Y.

Dear Mr. Randolph:

You may be sure I am pl
your letter telling about the
Jubilee of the International
of Sleeping Car Porters.

As one who has trav
glad to have this opportun
express my appreciation of
and the innumerable helpf
received through the yea
porters. Please accept
officers and members of yo
most cordial greetings, and my
Silver Jubilee may be a memorable

Sincerely,

Adlai Stevenson

STATE OF MICHIGAN
OFFICE OF THE GOVERNOR
LANSING

G. MENNEN WILLIAMS
GOVERNOR

To the International Brotherhood of Sleeping Car Porters:

Let me extend personal good wishes and sincere congratulations to the International Brotherhood of Sleeping Car Porters on the occasion of its Silver Jubilee.

I am sure that every resident of Michigan and, indeed, every citizen of our great democracy who travels in pullman cars, will agree that your members, in no small degree, have contributed to making train travel in the United States more pleasant and more comfortable than in any country in the world. Not only in performing your routine duties but in anticipating and fulfilling the desires of travelers of all ages, your efficiency and your unfailing good nature have smoothed many a difficult journey and made it memorable. Those who travel with you frequently come to look upon you as their friends.

It is my earnest hope that in the years that lie ahead, as in the past quarter century, the International Brotherhood of Sleeping Car Porters will continue steadily to grow and prosper.

Sincerely,

G Mennen Williams

HAL MITCHELL
SECRETARY

Executive Office
State House
Phoenix, Arizona

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York (27), N. Y.

My dear Mr. Randolph:

Thank you for your letter of June first advising
me of your Silver Jubilee to be held in New York
City, September 10-16, 1950.

The men of your organization do a fine job in p
viding additional comforts to the railroad tr
using sleeping car service. In dealing with
public as you do, a great deal of patience
exercised by the Pullman porter and the i
that he is able to do on a long trip con
great deal to the success of that mode

Wishing you a most successful Silver

Sincerely,

STATE OF KANSAS
OFFICE OF THE GOVERNOR
TOPEKA

June 12, 1950.

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters,
217 West 125th Street, Room 301,
New York 27, N. Y.

Dear Mr. Randolph:

May I extend congratulations and best wishes to the International Brotherhood of Sleeping Car Porters on their Silver Jubilee September 10 to 16.

One of the fine things about train travel is the splendid service and attention you receive on sleeping cars from the porters who take care of these cars.

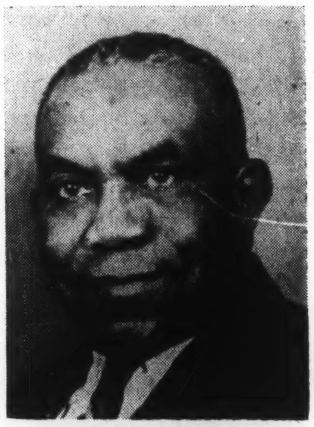
With best wishes for a successful Silver Jubilee celebration, I am

Sincerely yours,

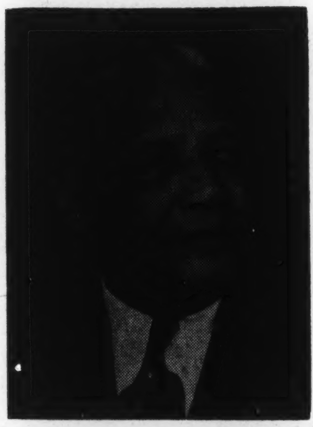
Frank Carlson

John C. Mills
Chairman Executive Board
Chicago, Ill.

Manuel Kyle
Member Executive Board
Chicago, Ill.



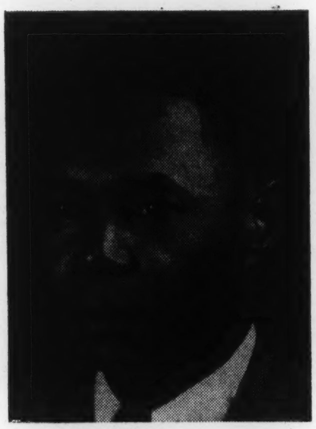
Harvey Jones
Twenty-five Year Member
Chicago, Ill.



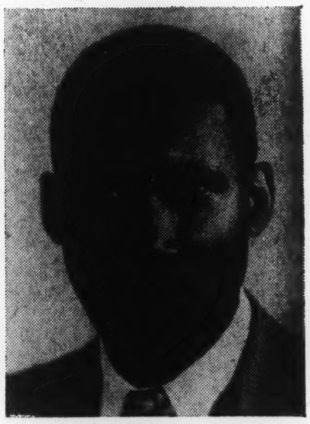
Henry F. Terrell
Twenty-five Year Member
Chicago, Ill.

Curtis Blackman
Twenty-five Year Member
Chicago, Ill.

Oliver Crutchfield
Local Chairman
C. & E. I. Train Porters



Augustus Chappell
Local Chairman
C. & A., G. M. & O.
Train Porters



Roscoe Perry
Local Chairman
C. B. & Q. Coach Porters

The History of the Chicago Division

EARLY in the summer of 1925, Brother Ashley L. Totten made contact with Brother John C. Mills to call his attention to the fact that it had been indicated that if another Joint Wage Conference was held under the Company Representation Plan, those responsible for bringing it about might be eliminated from the service and that the only alternative was to set up a bona fide trade union. Brother Totten advised Brother Mills that he had contacted a man, who was the editor of the Messenger Magazine, he thought that he would be able to get him to take the job of organizing the Pullman porters of the nation. Mr. Totten indicated to Brother Mills that it had come to him by way of the "grape vine" that if he insisted on organizing a bona fide union, he wouldn't work very long. For that reason, he had acquired the services of Mr. A. Philip Randolph, who assumed the responsibility of organizing the sleeping car porters. Both Totten and Mills worked in the Employee Plan of Representation, and were participants in the Joint Conference of both 1924 and 1925.

Brother John C. Mills contacted Mr. M. P. Webster, who had left the Pullman service sometime prior to the conferences and was engaged in other work. Brother Mills pointed out to him that if Totten was interested in the organization, it was bona fide. Brother Mills asked Mr. Webster's advice and assistance in getting the boys together. Brother Webster turned a deaf ear to the appeal because he had had many unpleasant experiences because of his efforts to participate in just such an effort several years before. However, during the latter part of the summer of 1925, Brother Mills, accompanied by Brother Ford of New York, called upon Brother Webster at his home, and finally got him to consent to assist in arranging the meetings for the first visit of Mr. Randolph and Mr. Lancaster, who was the Secretary-Treasurer at that time.

The Company apparently had been informed in advance of Mr. Randolph's appearance of the activities among the men. When Mr. Webster went around to get places to hold the meetings he found many places closed to the organization. Out of some forty prominent Negroes who were contacted to come out and say a word of encouragement to the Pullman porters, only five consented to come, and out of the five who consented to come, only one actually showed up, and that was the late Dr. W. D. Cook of the Metropolitan Community Church.

Brothers Randolph and Lancaster came to Chicago in the early part of October, 1925, and held meetings that had been arranged by Brother Webster at the hall that was owned at that time by the Metropolitan Community Church, at 3118 Giles Avenue. The meetings were well attended by Pullman porters, but also in attendance was an unusually large number of Negro plain-clothes men. They did not attempt to interfere with the meetings in any way, but they always made their presence known. When Brother Randolph "razzed" them so, some of them came up and apologized for being there.

The campaign for the first week was unusually successful. Some fifty or seventy-five men were taken into the Organization at $5.00 per man. So successful were the first week's meetings that Brother Randolph decided to stay on another week.

Randolph-Perry Howard Debate

One evening while the meeting was going on during the first week, a telegram was brought up to the platform for Mr. Randolph. The telegram was from Perry W. Howard, the ranking Negro politician in America at that time, who challenged Mr. Randolph to a debate on the issues involved in the organization of Pullman porters. The challenge was eagerly accepted by Brother Randolph and the debate was arranged for the following Sunday. The local Negro press, which was 100 per cent against the Brotherhood at that time, heralded this debate in large headlines on the front pages, and because of the publicity given Mr. Howard, a very large crowd packed the hall. Everyone from colored Who's Who in Chicago was present, the bulk of the audience, however, being made up of Pullman porters. Perry Howard's argument against the organization of this group was so ridiculous that he was actually booed by the porters present, and it was with difficulty that they were kept quiet enough for the debate to continue. However, Brother Randolph in his calm and calculating analysis of the argument put up by Mr. Howard made the biggest Negro politician in America look very small. This meeting attracted much attention, and particularly attracted the attention of the porters. The second week was as equally successful in taking in members as was the beginning, after which the Brotherhood in Chicago was on its way.

Stool Pigeons

When it was apparent that Mr. Randolph was about to obtain some measure of success in the organization in Chicago, the activities against the movement became more drastic, and there originated in Chicago at that time a group of men known in labor union parlance as "stool pigeons." They were of all shapes, sizes and colors, and possessed various degrees of training and intellect. Some appeared around the Headquarters as private detectives, some manifested themselves in writing newspaper editorials under noms de plume, and others preached against the organization from certain pulpits. Many of them, however, were rank and file Pullman porters who were misguided into believing they could be "big shots" with the Company by opposing the union.

Secret Committee

Despite this opposition, the movement progressed in Chicago. Brother M. P. Webster was appointed Division Organizer and Brother George A. Price was the Secretary-Treasurer. Permanent headquarters was opened the latter part of October, 1925, at 3118 Giles Avenue in the building owned by the Metropolitan Community Church.

The activities of the Chicago Organization were concentrated on Pullman porters only. But, the "stool pigeons" were so busy and the propaganda against the Organization appearing in some of the colored newspapers was so antagonistic that we were forced to set up a "secret committee" composed of Pullman porters who stayed in the background but advised Brother Webster in carrying on the work of the Organization. The Chairman of this Committee was Brother John C. Mills, now a member of the Brotherhood's International Executive Board and the one man in Chicago who was largely responsible for the original setting up of the Chicago Division. Brother Mills had worked in the Company Plan. In fact, he had tried to make it work but was convinced from actual experience that the Company Plan would only work for the Company and the only salvation for porters was a bona fide trade union. Some of the members of this "secret committee" at that time were Brother Henry Terrell, the late William Puckett, the late Carl Clark, the late John Beasley, the late Thomas Marshall, Brother L. O. Manson and Brother William F. Martin, who are now occupying positions as First Vice President and Member of Executive Board of the Chicago Division, respectively. Brother Mills was unusually militant and could not keep his affiliation with the union secret. After some ten or twelve months of this activity, he was discharged from the service for a very minor offense after having spent some twenty-seven years as a Pullman porter. This, however, did not deter the efforts of Brother Mills, but it did frighten some of the men on the "secret committee." Later on there was added to this "secret committee" Mr. Ernest Smith, the present Secretary-Treasurer of the Chicago Division and James A. Martin, presently a member of the Local Executive Board.

The Headquarters at 3118 Giles Avenue soon became too small, and the Organization moved from there to 224 East Pershing Road where the membership of the Chicago Division was built up to 1,000 men. However, in the fall of 1926, when it appeared that the Brotherhood was about to go over the top, during a Company Plan election eleven men were discharged on minor offenses. These wholesale discharges tended to dampen the ardor of the men in the organization and to put fear into the minds of those who were inclined to come in. However, despite this, the movement continued to press on in Chicago, which was then and is now the largest headquarters of Pullman porters in the nation.

1928 Strike Maneuver

In 1928 when the Organization, because of a series of circumstances, was forced to take a strike vote and set a strike date, the Chicago men were highly enthusiastic, and no doubt would have supported the strike in great numbers. The strike was reluctantly, but no doubt wisely, posponed on the advice of President William Green with whom the Organization was dickering at that time for admission into the A. F. of L.

* * *

The Chicago membership had its ups and downs, but it continued to progress. In 1929, the Chicago Division moved to larger headquarters at 4231 South Michigan Avenue, a 14-room house in which had been planned to set up headquarters that would serve many purposes in developing the organization's activities. However, about the time we moved into the building another Plan Election was held and the men who didn't vote were pushed around and some were discharged. The support of the membership was so poor as a result of these activities that the hat had to be passed among the faithful few to pay the second month's rent. However, various ways and means were developed to pay the rent and keep the place open. A specific part of the program at that time was the Saturday Night Open House that was held in the Headquarters. It was successful in bringing the people together, and a number of men met the women who later became their wives at these social functions. Some of these people are functioning today in both the Ladies Auxiliary and the Brotherhood itself.

The First Convention

The First Convention of the Brotherhood of Sleeping Car Porters was held in Chicago from the 15th to the 21st of September, 1929. So great was the pressure and so active were the "stool pigeons" at that time that the men in the service had to refrain from attending in the open. Some twenty-five men attended this Convention, most of whom were discharged porters, or men who otherwise were not connected with The Pullman Company but who were working with the Brotherhood. The organization was set up in its present form at that Convention. Many of the men who were largely responsible for the development of this organization attended the Convention, including the venerable Dad Moore of Oakland, California, now deceased; Ernest Smith, the present Secretary-Treasurer of the Chicago Division; Frank Boyd, the present Secretary-Treasurer of the Twin Cities Division; Spencer Watson of Kansas City, now deceased; Lon Hampton, a hard-hitting Brother from Fort Worth, Texas, now deceased; Humphrey Bell, now deceased; Taylor Murrell, the present Secretary-Treasurer of the Omaha Division who at that time was on the discharged list, having been discharged a year earlier along with Brother Bennie Smith and another Brother from Omaha by the name of Booth; C. L. Dellums, the present Fourth International Vice President, another Brother who had been discharged at that time for activities in working with Dad Moore in Oakland, California; George W. Clark, one of the early Secretary-Treasurers of the Chicago Division, now deceased; John C. Mills, who of course had been discharged a year earlier. All of the men who now occupy positions as International Officers were present at this Convention including International President Randolph, First International Vice President Milton P. Webster, International Secretary-Treasurer Ashley L. Totten, Second International Vice President Bennie Smith, Third International Vice President E. J. Bradley, and the above-mentioned C. L. Dellums.

During the Early 1930's

The Brotherhood as an organization had dropped to a very low ebb throughout the country and the Local Divisions were closed in many places with the exception of Chicago. The men in the Chicago Division continued to pay some of the rent at 4231 South Michigan and kept the headquarters open.

Court Case Against Company Plan

No doubt the greatest blow to the group in Chicago, as well as to the whole group of Pullman porters in the nation was the loss of the case that was filed in the United States District Court in Chicago in an effort to get an injunction to break up the Company Plan. A large part of the money to finance this case was raised in Chicago. Those porters who were apprehensive about coming out in the open in various districts, sent checks and money orders to the Chicago Division Headquarters. The Brotherhood was close to two years preparing for the case and spent some $12,000 or $14,000 on it, but the case was lost in one day.

National Election Among Pullman Porters

After the Railway Labor Act was amended in 1934, the Brotherhood developed its Organization to a point where it forced a national election between the Brotherhood of Sleeping Car Porters and what was referred to as the glorified "Company Union," known as the Pullman Porters and Maids Protective Association. This so-called Protective Association was a haven for those misguided porters who were opposing the Brotherhood, who flocked to it in large numbers. In the spring of 1935, a nationwide election was held among the Pullman porters and maids of the nation, which was directed from Chicago, wherein the Brotherhood prevailed, 6,000 votes to 1,500 votes. The Brotherhood was certified by the National Mediation Board as the duly authorized representative for all Pullman porters and maids of the nation.

Progress since that time has been largely routine. The Organization had many problems, but the Chicago Division continued to advance and 4231 South Michigan became too small for the Chicago Division, and it moved its Headquarters to the Fifth Floor of a large office building at 3456 South State Street, which was built by a man who at the time was an outstanding Negro banker in Chicago and a bitter opponent of the Brotherhood of Sleeping Car Porters. In the fall of 1949, the Chicago Division moved to its present Headquarters at 3947-59 Drexel Boulevard where its members boast of the most outstanding Headquarters of the Brotherhood in the nation. Housed in the Chicago Headquarters are the offices of the Local Secretary-Treasurer and the Local Vice President, and also the office of the International President of the Ladies Auxiliary. A large assembly hall is used as a recreation room between meetings. Also in the offices of the Chicago Division is the Headquarters of the International Executive Board with spacious Board room. Board meetings are presided over by First International Vice-President Milton P. Webster, where all the appeal cases are handled and preparations of cases for the National Railroad Adjustment Board are prepared.

The membership of the Chicago Division developed to an all time high in the year 1948 with 2500 paid-up members. As a result of furloughs and men who have left the service, at the present time the membership numbers approximately 2,000 men paid-up members.

Mary McDowell and Charles Wesley Burton

In the darkest days of the Chicago Division when it was unpopular and in some instances profitable for Negroes to be opposed to the Brotherhood, we found a champion to the cause in the person of Charles Wesley Burton, a Congregational Minister, a graduate of Yale University and recently an officer of the Juvenile Court of Cook County, Illinois, and who is now a practicing attorney. Mr. Burton immediately saw the significance of an organization of this sort and gave all his time, his effort and his money to influence other citizens of Chicago to render encouragement to this work. He was also the Chairman of the Citizens Committee to help the Brotherhood during the dark days.

Miss Mary McDowell was an outstanding social worker in Chicago at that time, the head of the University of Chicago Settlement House for that part of Chicago known as "back of the yards." She had great influence with the Negroes of Chicago. When first approached about rendering her moral support to the Brotherhood she appeared to be skeptical, but at the following meeting a few days later she appeared, came upon the platform and when called upon to speak she made the following classical comment: "The success of an institution like the Brotherhood of Sleeping Car Porters will mean the second emancipation of Negroes in this country." Miss McDowell was a true friend of the Brotherhood of Sleeping Car Porters.

Educational Program

In addition to carrying on an educational program among the potential membership of the Organization, the Brotherhood of Sleeping Car Porters also carried on a most effective campaign for the Negro communities, particularly on the importance of the trade union movement as such and as it applied to Negro workers. In the early stages of the movement, the National Negro Labor Conference was set up by the Chicago Division rendered yeoman services in that respect. Large public meetings were held in Chicago where the story of the Brotherhood and the struggles of Negro workers were revealed to the Negro people. These meetings became very popular and were held in some of the largest Churches. The Public Mass Meetings in Chicago were very popular. No doubt the largest Public Meeting ever held in Chicago for a serious purpose was a meeting staged by the Brotherhood for the "March on Washington Movement," during World War II where 14,000 people attended.

Conclusion

The Chicago Division and all other Divisions of the Brotherhood had a very humble beginning. However, the bulk of the power that the Company generated to obstruct the program of the Organization was leveled at Chicago because it was the largest group. There was much suffering and sacrificing on the part of the Chicago men. Many like Brother Mills lost their jobs, others were pushed around on the job, some were given their furloughs out of turn and they were otherwise discriminated against. Many of the Brothers passed on before the victory was won. Fortunately, some are still here to see that the sacrifices made in behalf of this Organization were not in vain. While there are many men in Chicago who made great contributions to the success of this Organization, many others, however, were in and out of the Organization as the chances for victory changed from time to time. Many of the men joined the Brotherhood in 1925 and continued to pay dues up until the present time without missing a month or until the time they passed. Those men are as follows:

William F. Martin, Chicago Eastern District
H. J. Jones, Chicago Central District
Marshall Hill (Retired), Chicago Central District
Harvey Jones, Chicago Western District
Henry Terrell (Retired), Chicago Northern District
Tod Ellis, Chicago Northern District
Eugene Gill, Chicago Northern District
Louis O. Manson, Chicago Central District
Lawrence Tate, Chicago Eastern District
Curtis Blackburn, Chicago Eastern District
William Brooks (Deceased), Chicago Eastern District
Floyd E. Banks (Deceased), Chicago Central District
Fountain P. Johnson (Deceased), Chicago Central Dist.
Karl Clark, Chicago Northern District (Deceased)
John W. Beasley (Deceased), Chicago Northern District
Joseph Meade Ball (Deceased), Chicago Western District

The Chicago Division in reporting this history of the efforts which have been crowned with success in building the Brotherhood of Sleeping Car Porters submits this record to the younger men who are now in Pullman service and in the services of the various railroads in the hope that it might be an inspiration to them to carry on the fight to the end that in the next twenty-five years the economic emancipation of Negro workers will have been completed.

In addition to the 2,000 Pullman porters who are members of the Chicago Division, there are also numbered among the membership the parlor car, and chair car porters on the Chicago & North Western Railway; the coach porters on the Chicago, Burlington & Quincy Railroad; the chair car porters and train porters on the Gulf, Mobile & Ohio Railroads; the Chicago, Milwaukee, St. Paul & Pacific Railroad porters; and the porters on the Chicago & Eastern Illinois Railroad. While the Illinois Central train porters are under the jurisdiction of the St. Louis Zone, yet most of the train porters are active with the Chicago Division.

The following men are chairmen of these groups: Roscoe Perry, Local Chairman on the Burlington Road; Marshall Harris and Augustus Chappell, Local Chairmen for the parlor car porters and train porters, respectively on the Gulf, Mobile & Ohio Railroad; William Northrip, Chairman (Local) for the Chicago, Milwaukee, St. Paul & Pacific Railroad; Oliver Crutchfield, Local Chairman on the Chicago & Eastern Illinois Railroad; and A. G. Bailey, the General Chairman of the Illinois Central train porters, is also an active member in the Chicago group.

The Chicago men made a good fight and kept faith.

* * *

CHARLES WESLEY BURTON

Though not a porter, nor has he ever been in Pullman service, Charles Wesley Burton of Chicago, a minister, lawyer, social worker, leader and champion of civil rights, labor and liberalism, during the dark days of the Brotherhood in Chicago, right under the powerful propaganda and political influence of the Pullman Company, took up and fought for the cause of the Brotherhood of Sleeping Car Porters.

He was chairman of its Citizens' Committee and sought diligently among Negroes and white people to win friends for the Brotherhood.

Different from some of the Union's fair-weather friends, when the rains came and beat against the Brotherhood and the fires of the enemes blazed fiercer, Dr. Burton ever remained steadfast and immovable and never failed us.

The officers and membres of the Brotherhood on our 25th Anniversary salute him for his fine and noble spirit.

THE STAFF OF THE BROTHERHOOD
OF SLEEPING CAR PORTERS.

Ladies Auxiliary, Chicago, Ill.

The Chicago Ladies' Auxiliary, after several unsuccessful efforts, was finally organized May 6, 1926, as the Colored Women's Economic Council to the Brotherhood of Sleeping Car Porters.

Only two women responded to the first call that was issued when it was decided to organize the Council. They were Mrs. Alberta Rigsby and Mrs. John Thomas. After several attempts, the Brotherhood officials finally succeeded in getting about 45 women together. Mrs. Mary Dawson, wife of Brother John Dawson, who has long since passed on, was first President. The Council immediately began an aggressive program of fund raising and other activities pertaining to the work of the organization. After a short time, Mrs. Dawson relinquished her office and was succeeded by Mrs. S. D. Jones. Mrs. Jones completed Mrs. Dawson's term of office and was followed by Mrs. Alice Martin, who served the Council for one term. She was succeeded by Mrs. John Conway, who remained in office for two years, and by Mrs. Jessie Bond, who held office for a period of two years. Mrs. Helena Wilson was elected President in October, 1931, and has served until this day.

Among the charter members of the Council, but now deceased, were Mrs. Josephine Puckett, wife of the late William Puckett, and Mrs. Anna Piersaul Montgomery, wife of the late John T. Montgomery.

From 1931 until the enactment of Section 7A of the amended Railroad Labor Act in 1934, the Council fought a grim but determined battle to remain alive, along with our men. Innumerable activities were sponsored to raise funds and to hold the interest of the few Council members who were active at that time. The Council was among the first organizations of the city to become interested in the activities of the High Cost of Living Committee. It participated in meatless days and engaged in demonstrations in protest of inferior food and high prices. It sponsored motion pictures, food exhibits, lectures and various educational meetings during this period to bring about a better understanding of workers' and consumers' education to emphasize the importance and value of mass action as well as the effectiveness of mass purchasing power. The Council participated in labor activities by forming picket lines, passing out leaflets and speaking before outside groups which were attempting, back in the 1930's, to stimulate the interest of the women relatives of their union members.

The Colored Women's Economic Council was changed to the Chicago Ladies' Auxiliary in 1938, when the International Ladies' Auxiliary was organized, and Councils then in existence became affiliated units. Since then, the Chicago Ladies' Auxiliary has developed a vigorous educational program, has made financial contributions to various causes, which now run into the hundreds of dollars.

There has been a decided increase in the Chicago Auxiliary membership and its treasury that once contained a balance of only two cents is now the largest treasury in the International Organization.

MAYNARD
AND
HARDEN

LADIES, AUXILIARY, CHICAGO, ILL.

First row—left to right: *Gertrude Elam, Chaplain; Minnie Cooper, former Executive Board Member; Mattie Haynes, Board Member; Aslean Robinson, Board Member; Lilliam Sills, Second Vice-President; Halena Wilson, President; Olo Roberts, Secretary-Treasurer; Mable Jack, former Recording Secretary; Agnes Thornton, Board Member; Bertha Batson, Board Member, and Sylvesto Neither, member.* Second row—left to right: *Little Miss Sandra Spears, Dora Chubb, Dora Hudson, Freida Scott, Dolly Thompson, Sue Mitchell, Claude A. Jack, Ruth Allen, Alice Payne, Fanny Balle, Board Member; Helen Thomas, Charter Member; L. E. Stevenson, Katura Dixon and Marie Fellows.* Third row—left to right: *Lucy Belle Sexton, Ruby Hairston, Bertha Barksdale, Mattie Stevenson, Clara Mitchell, Lillian Tisdale, Sara Nelson, a guest, Letitia Brown, T. L. Williamson, present Recording Secretary; Rose Davis, Board Member; and Alberta Rutherford, Porteress.*

AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA

Earl W. Jimerson
International President

Patrick E. Gorman
International Secretary-Treasurer

Affiliated with A. F. of L.

201 N. Wells Street **Chicago 6, Ill.**

TOLERANCE IS A LIE

An editorial by Earl W. Jimerson, President, and Patrick E. Gorman, Secretary-Treasurer, on the FEPC, appearing in the March issue of the "Butcher Workmen," Official Publication of the Amalgamated Meat Cutters and Butcher Workmen of North America, A. F. of L.

If one cannot tolerate a person or a race of people and proclaims it to the world, he is considered on those particular subjects as being intolerant. There are thousands of well respected men and women in all walks of life who are, in their communities, considered to be the very essence of tolerance and who at heart are bigots to the core.

The word "tolerance" is the largest lie in the English language. It is our most weasel word. If we could only read the minds of so-called tolerant people, we would discover that hate still secretly predominates the true character of millions who for business, social or political reasons tolerate things they actually hate.

Recently at a health resort in one of our southern states we met a man who could find nothing wrong with our beautiful hotel except that "the Jews have taken possession." When we protested the remark, the usual crawfish act was forthcoming—"Now please don't misunderstand me. I like the Jewish people." He was a pure and simple unadulterated liar. He hated the Jews but back home he secretly tolerated them because he wanted to be a regular guy or something.

It is needless to mention the secret terrific anti-Catholic feeling which predominates in so many sections of our nation. Oh yes, in the open the bigot praises the Catholics as being "good people." On the surface these intolerate Dr. Jekyls and Mr. Hydes are very tolerant, but let a Catholic aspire for poltiical office in these localities and he is buried beneath an avalanche of votes by those who mark their ballots with their genuine narrow charcter instead of with their supposedly tolerant reputation.

The Jews and Catholics are well able to take care of themselves but when we come to the Negroes of our nation the picture is altogether different. The Negro is the personification of tolerance of those things that cut him to the heart. He is making tremendous headway under adverse conditions only because he is learning how to cast his ballot and many of the politicians who are posing as his friends are as secretly intolerant of him as was the man down south who liked our hotel except that "the Jews have taken possession."

In Washington, our nation's capital, the federal F.E.P.C. bill has been kicked and badgered around in a shameful way. Only a few, including President Truman, are willing to make it a clear cut issue. Others have their eyes and ears back home to ascertain if the issue will cost or gain them votes. In this such politicians are proving the lie of the word "tolerance" and the Negro with admirable patience tolerates the thumb-twiddling of those who were elected to office with a substantial block of Negro votes.

It is ironical that in our same nation's capital the living conditions of the Negro as well as white tolerance of his well-being is little better than the plight of his brothers in the Negro slums of the capital of South Carolina. The most gifted sons of the Negro race are still denied half equal rights in dining rooms, hotels and the like, when the human debris from "skid row" would be welcome in the tuxedo of a Dixiecrat congressman.

So far as we know, not many of the white friends of the Negro holding senatorial or congressional togas have raised their official voices to bring about reform. It is about time to call a halt on such intolerant political hypocrisy. Let us admit that tolerance in matters of this kind is a contemptible lie. Let us, therefore, have the federal F.E.P.C. law now. Its enactment is long overdue. The time has come when so-called friendly congressmen and senators must stand up and be counted. The Negro has been politically double-crossed long enough.

Greetings and Best Wishes from

PAUL H. DOUGLAS

United States Senator

From Illinois

Compliments of the

CHICAGO

LADIES AUXILIARY, BSCP

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Bona Fide Reporting Co.

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INTERNATIONAL
UNION
INTERNAT'L UNION

May your great organization continue to be successful in all of its endeavors to maintain and improve standards of work for the membership.

With sincere best wishes and kindest personal regards.

WILLIAM H. COOPER
Secretary-Treasurer

Compliments of . . .

INTERNATIONAL LADIES'
GARMENT WORKERS UNION
LOCAL 120

316 N. Main Street Decatur, Ill.

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W. D. JOHNSON

Chicago Central District

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Assistant Custodian
CORNELL MOTT
Chicago Pullman Quarters

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Custodian

JEHUGH BRYANT

Chicago Quarters

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GLADYS LUNCHEONETTE

3732 So. State Street Chicago, Ill.

DETROIT, MICH., DIVISION

Seated—left to right: C. Cade, S. J. Whitaker, President; J. Howell, Vice-President. Standing—left to right: C. H. E. Stevenson, L. Taylor, W. H. Andrews.

Detroit Division

DETROIT, MICH., DIVISION

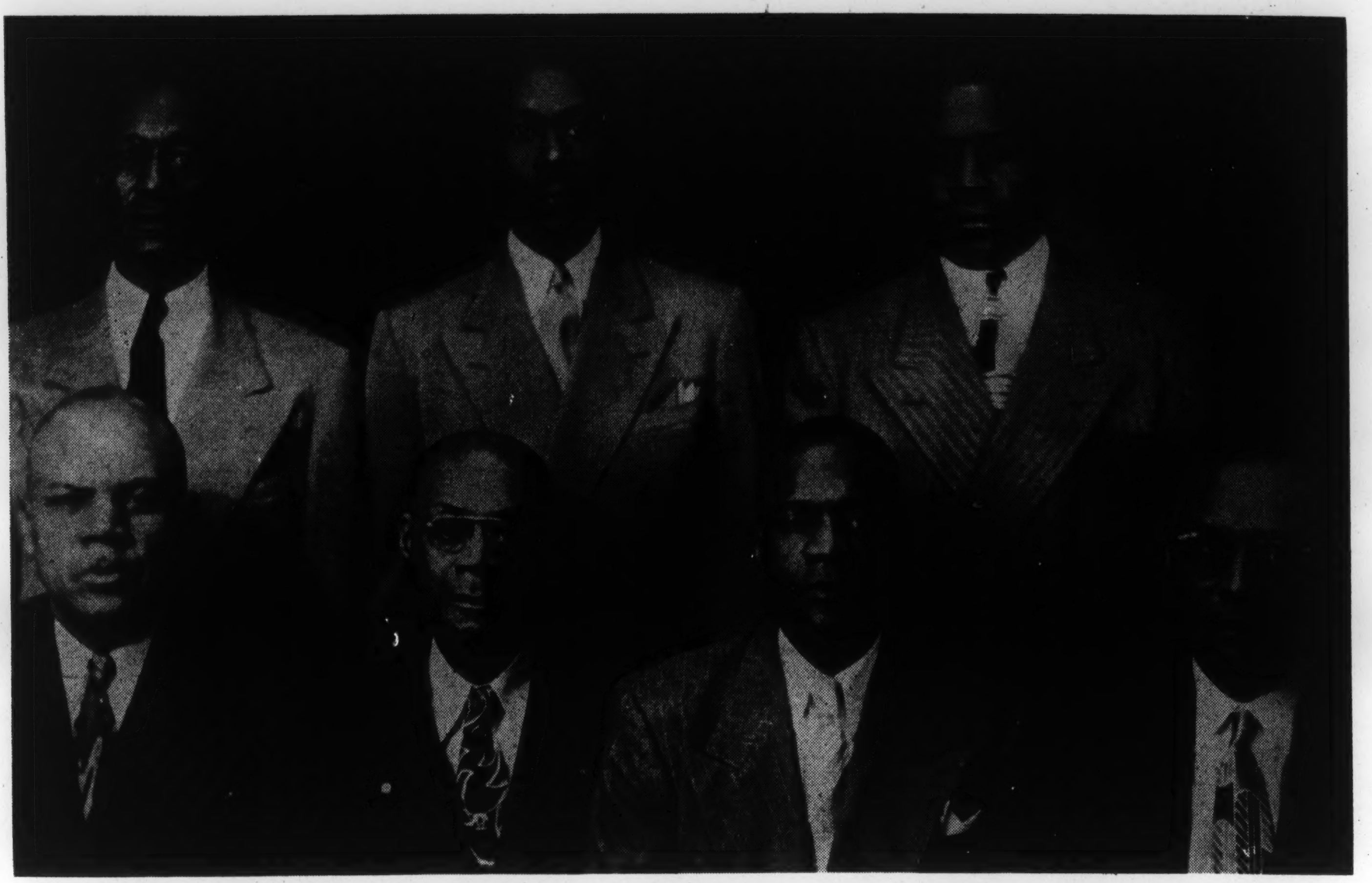
Standing—left to right: L. Gunter, C. Davis. Seated: William Alexander.

It was in June, 1927, that Bennie Smith was transferred from Omaha, Neb., to Detroit, Mich., to reactivate and recruit the membership with a view to setting up a local in Detroit. He found loyal support in men like Lovell Clough, William Alexander, S. J. Whitaker, Elmer Jones, Emmett Quinn, Charles Davis No. 1, John Howell, E. W. Sneed, Nathan King, J. Wadsworth, D. W. Maddox, Bennie Mason and C. H. E. Stevenson, just to mention a few, some of whom became Charter Members of our first Federal Local.

During that period Detroit was an open-shop city and the very mention of the word "union'-' was the equivalent of waving the "red flag."

In the establishment of our union office at 2355-18th Street, outside the sign read Affiliated with the AFofL, which was mistaken by many for AF&AM, and upon investigation stated that this was the first union sign hung outside that had come to their attention during their sojourn in Detroit.

On June 8, 1928, 12:00 Noon, date of the projected strike by the Brotherhood of Sleeping Car Porters, many of our members were discharged and some of the citizenry wanted to know why Bennie Smith did not leave Detroit. They, of course, were not aware that a member of the Switchmen's Union had located Bennie Smith and informed him as to the track on which the car would be placed in the railroad yards to sleep and feed the scabs to break the strike. Also the nearest access to the yards,



LOCAL PRESIDENT AND MEMBERS OF EXECUTIVE BOARD, DETROIT, MICH., DIVISION

Seated—left to right: *J. Preston, S. J. Whitaker, J. Howell, William Alexander.* Standing—left to right: *L. E. Bridgewater, C. H. E. Stevenson, W. H. Andrews.*

Detroit Division *(Continued)*

should the union members decide to contact the scabs who were to break the strike.

During that period a union organizer could not obtain a room in a porter employee's home lest the porter be victimized, making it necessary for the Brotherhood organizer to be housed in the home of an East Indian, and he was approached on several occasoins by strike breakers on the pretense that the management was considering the purchase of his home for Pullman porters' quarters.

Known Brotherhood men were refused service in a Negro restaurant near the Michigan Central station and was broken down only by the organization's statement in the Negro press headlined, "Negroes discriminate against Negroes."

Brotherhood men were ruthlessly discharged for selling tickets for admission to an affair held at the New Hope Baptist Church in Detroit, promoted in the interest of the Union.

Porters were forbidden by management to go on 18th Street, between Rose and Michigan Avenues, and in childlike obedience, many obeyed, but there were many porters who were willing to pay the price to build a union, and were encouraged by many porters operating into Detroit like Porter Dansby of New York and others.

The Detroit Division Federal Charter was issued on May 23, 1923, to the following: Lovell Clough, Wm. Alexander, Bennie Smith, John Howell, Elmer Jones, James Parham, Emmett Quinn and Mack Johnson.

The battle to prevent the establishment of the union, including the local at Detroit never ceased. It was late in 1933, when Brotherhood men in Detroit were placed on furlough in total disregard of seniority and non-union porters, their juniors, were retained in service. Not to mention recipients of better assignments.

A case in point, D. S. Gilbert, Wm. Burke and Stepney Cain were among the victims furloughed in late 1933, while junior porters were retained. And before relief from this vicious practice could be had it was necessary for the Brotherhood to organize a committee of three, consisting of Dave Gilbert, Stepney Cain and Burke and directed their actions at Chicago where they could present the matter to the higher level of management.

Out of the Detroit Division membership who started in 1927-28-29, an appreciable number were never behind in their dues and other obligations up to the date of discharge, retirement or deceased. Several who missed the ax are still active and retain their high standard of dues payment. During the period 1927-37, every conceivable opposition was overcome and the Detroit Division made their contribution to the organization, starting as a spark ultimately consuming the rubbish known as the Plan of Employe Representation, or as an acorn, has at last become a forest of mighty oaks through the guidance of A. Philip Randolph.

The International Charter was issued on October 23, 1936, to the following: S. J. Whitaker, John Howell, Pete Banion, D. S. Gilbert, Harry McMillan, W. L. Cavette, Charles Davis No. 1, Emmett Quinn and Wm. Alexander.

FOR FREEDOM . . .

PEACE . . .

SECURITY . . .

ABUNDANCE . . .

◆

Best wishes and fraternal greetings to the Silver Jubilee Anniversary Convention of the Brotherhood of Sleeping Car Porters. Let Labor's voice ring around the earth to proclaim our determination to build a world in which all men are free to enjoy the blessings of democracy.

◆

THE INTERNATIONAL UNION

United Automobile, Aircraft and Agricultural

Implement Workers of America, CIO

LADIES' AUXILIARY, DETROIT, MICH.

***Seated—left to right:** Bessie Cain, First Vice-President; Ida Whitaker, President; Marguerite Rouse, Secretary-Treasurer.* ***Standing—left to right:** Eunice Brown, Second Vice-President; Novella McKissack, Member, Executive Board; Gay Gunter, Recording Secretary.*

Ladies Auxiliary, Detroit, Mich.

The birth or beginning of the Detroit Division of the Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters was July 19, 1937, when seven ladies met in a little room at the Brotherhood headquarters, 2355 18th Street.

The ladies couldn't foresee the importance of an Auxiliary until hearing the message of Brother Bennie Smith, Second International Vice-President, when all were inspired and proceeded to elect the first officers, namely: Sister Burnice Avery, President; Sister Ruby Blair, Secretary; Sister Jessie Davis, Treasurer; Sister Ida Whitaker, Chaplain.

Meetings were held weekly for the first 16 months and twice monthly most of the time thereafter.

Sister Avery, the first President, resigned October 15, 1941, after four years of superb leadership.

Sister Jessie Davis was the next President and, having been elected twice, did a fine job.

Sister Ida Whitaker, who served several years as Secretary-Treasurer, was elected the third President in 1946 and is now serving her third term, with the following elected officers: Sister Bessie Cain, First Vice-President; Sister Eunice Brown, Second Vice-President; Sister Marguerite Rouse, Secretary-Treasurer; Sister Gay Gunter, Recording Secretary and Sister Novella McKissack, Member Executive Board.

The Auxiliary was only five weeks old when it sent a delegate and alternate to the Regional Conference in Chicago, August, 1937, and has never failed to send a delegate to conventions since.

June, 1939, we received our charter with members inscribed thereon as follows: Burnice Avery, President; Annie Bridgewater, First Vice-President; Edna Humphrey, Second Vice-President; Ida Whitaker, Secretary-Treasurer; Freida Preston, Sallie Miller, Lula Garmon and Louise Edwards, executive members.

In the early days we had a committee of members to meet the porters coming out of the Safety Meetings and gave each porter a free ticket that would entitle him to refreshments, chance on a door prize, and last but not least, a good Brotherhood lecture that he would (generally) find out about after his arrival.

From time to time we tried various other ways to increase the membership of the Brotherhood as well as our own.

These scholarships for the Labor Schools have been awarded our members, namely: Sister Louis Edwards, Sister Marguerite Rouse and Sister Novella McKissack, which has served to make our membership more studious and labor-minded.

We contribute to the schools adopted by the Brotherhood, the African student at Antioch College; annually make and give at least a dozen dresses to Ruth Alden; and the American Cancer Society.

In December, 1942, we mourned the loss of Sister Sallie Miller, one of our charter members.

September 13-15, 1948, the Detroit Auxiliary was hostess to the Sixth Biennial Convention of the Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters, held at Detroit, it will long be remembered.

From the humble beginning with seven members we now have a large active group, with a deeper appreciation of our grand organization, ready at all times to sacrifice and support the cause of the Brotherhood of Sleeping Car Porters.

Personal Greetings—Detroit Division

Mr. and Mrs. William Alexander
Mr. and Mrs. W. H. Andrews
Mr. and Mrs. R. W. Brown
Mr. and Mrs. S. Cain
Mr. and Mrs. Charles Davis
Mr. and Mrs. W. M. Edwards
Mr. and Mrs. W. S. Eaddy
Mr. and Mrs. L. Gunter
Mr. and Mrs. D. S. Gilbert
Mr. and Mrs. Sam Gaines
Mr. and Mrs. L. R. Gibbs
Mr. and Mrs. A. Howell
Mr. and Mrs. John Howell
Mr. and Mrs. J. A. Humphrey
Mr. and Mrs. L. Johnson
Mr. and Mrs. James Jones
Mr. and Mrs. H. H. Johnson

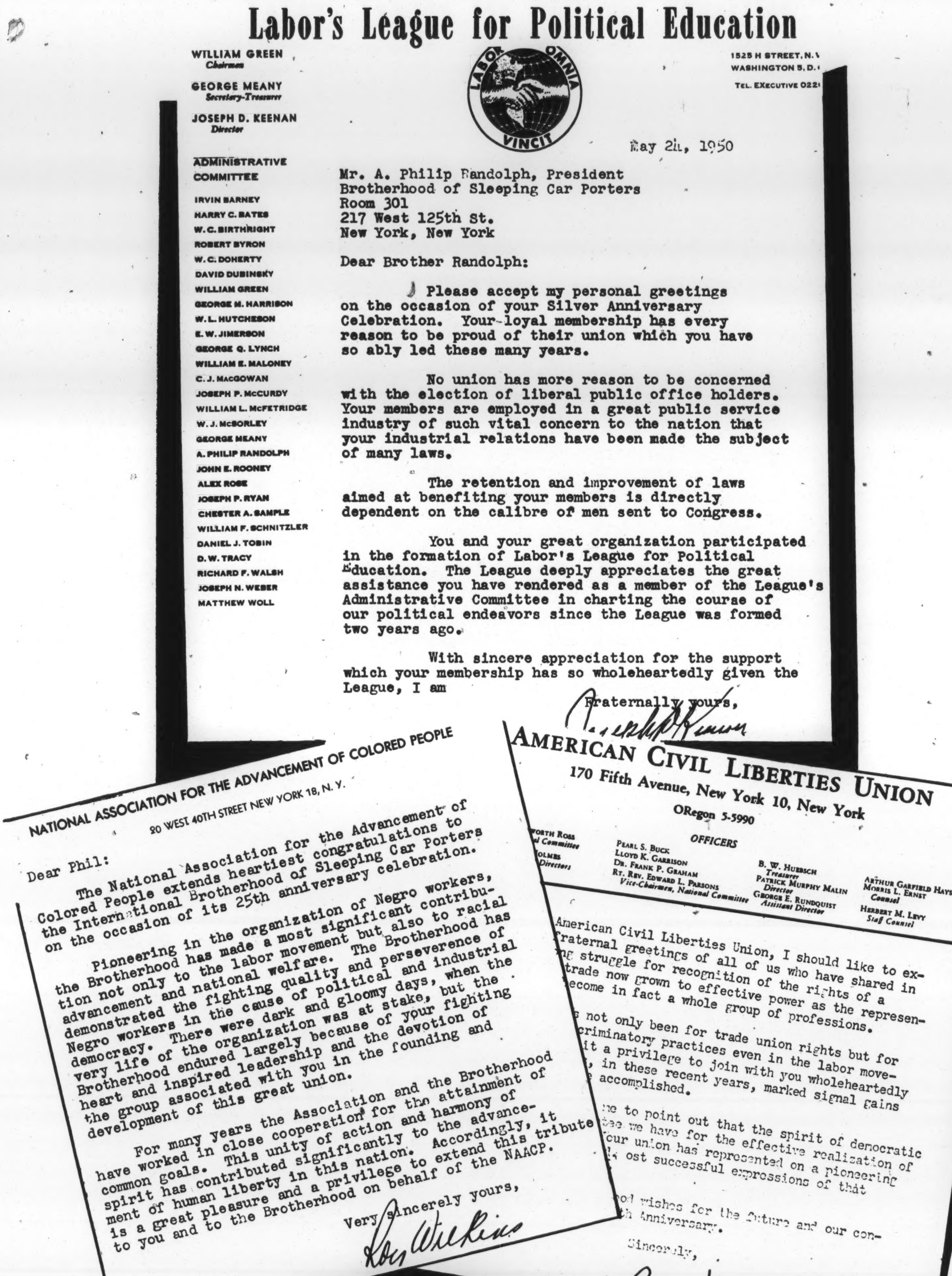
C. Cade
E. V. Fears
Chalmer Miller
C. B. Smith
Thomas Bailey

L. E. Bridgewater
Detroit, Mich.

Mr. and Mrs. C. B. Lawrence
Mr. and Mrs. Kent Miller
Mr. and Mrs. H. Peterson
Mr. and Mrs. J. A. Preston
Mr. and Mrs. E. Shain
Mr. and Mrs. L. Songy
Mr. and Mrs. C. Spencer
Mr. and Mrs. M. Shaw
Mr. and Mrs. L. Taylor
Mr. and Mrs. J. J. Thornton
Mr. and Mrs. J. Wadsworth
Mr. and Mrs. D. A. Watkins
Mr. and Mrs. S. J. Whitaker
Mr. and Mrs. J. W. Williams
Mr. and Mrs. Add Wheat
Mr. and Mrs. J. O. Whitehead
Mr. and Mrs. R. W. Woods

DETROIT, MICH., DIVISION

Bennie Smith, Second International Vice-President and His Secretary, Fanny Westbrooks



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C. J. MacGOWAN
JOSEPH P. McCURDY
WILLIAM L. McFETRIDGE
W. J. McSORLEY
GEORGE MEANY
A. PHILIP RANDOLPH
JOHN E. ROONEY
ALEX ROSE
JOSEPH P. RYAN
CHESTER A. SAMPLE
WILLIAM F. SCHNITZLER
DANIEL J. TOBIN
D. W. TRACY
RICHARD F. WALSH
JOSEPH N. WEBER
MATTHEW WOLL

May 24, 1950

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
Room 301
217 West 125th St.
New York, New York

Dear Brother Randolph:

Please accept my personal greetings on the occasion of your Silver Anniversary Celebration. Your loyal membership has every reason to be proud of their union which you have so ably led these many years.

No union has more reason to be concerned with the election of liberal public office holders. Your members are employed in a great public service industry of such vital concern to the nation that your industrial relations have been made the subject of many laws.

The retention and improvement of laws aimed at benefiting your members is directly dependent on the calibre of men sent to Congress.

You and your great organization participated in the formation of Labor's League for Political Education. The League deeply appreciates the great assistance you have rendered as a member of the League's Administrative Committee in charting the course of our political endeavors since the League was formed two years ago.

With sincere appreciation for the support which your membership has so wholeheartedly given the League, I am

Fraternally yours,

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

20 WEST 40TH STREET NEW YORK 18, N. Y.

Dear Phil:

The National Association for the Advancement of Colored People extends heartiest congratulations to the International Brotherhood of Sleeping Car Porters on the occasion of its 25th anniversary celebration.

Pioneering in the organization of Negro workers, the Brotherhood has made a most significant contribution not only to the labor movement but also to racial advancement and national welfare. The Brotherhood has demonstrated the fighting quality and perseverence of Negro workers in the cause of political and industrial democracy. There were dark and gloomy days, when the very life of the organization was at stake, but the Brotherhood endured largely because of your fighting heart and inspired leadership and the devotion of the group associated with you in the founding and development of this great union.

For many years the Association and the Brotherhood have worked in close cooperation for the attainment of common goals. This unity of action and harmony of spirit has contributed significantly to the advancement of human liberty in this nation. Accordingly, it is a great pleasure and a privilege to extend this tribute to you and to the Brotherhood on behalf of the NAACP.

Very sincerely yours,

Roy Wilkins

AMERICAN CIVIL LIBERTIES UNION

170 Fifth Avenue, New York 10, New York
ORegon 5-5990

OFFICERS

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l Committee
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Vice-Chairmen, National Committee

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Treasurer
Patrick Murphy Malin
Director
George E. Rundquist
Assistant Director

Arthur Garfield Hays
Morris L. Ernst
Counsel
Herbert M. Levy
Staff Counsel

American Civil Liberties Union, I should like to ex-
fraternal greetings of all of us who have shared in
ng struggle for recognition of the rights of a
trade now grown to effective power as the represen-
ecome in fact a whole group of professions.

s not only been for trade union rights but for
criminatory practices even in the labor move-
it a privilege to join with you wholeheartedly
, in these recent years, marked signal gains
accomplished.

me to point out that the spirit of democratic
tee we have for the effective realization of
our union has represented on a pioneering
ost successful expressions of that

od wishes for the future and our con-
h Anniversary.

Sincerely,

Roger N. Baldwin

C. C. Winn
Twenty-five Year Member
Oakland, Calif.

William Kennedy, Oakland, Calif., retired May 1950, looking over his records showing his continuous financial membership from 1925 to this retirement.

William Kennedy who started with the Brotherhood in 1925, has never been in bad standing, paying an assessment or any contribution when called upon from the very beginning to his retirement on disability, May of this year.

Here Brother Kennedy is pictured reviewing his cards and dues books which he saved as living proof of his support of the Brotherhood from October 1925 to May 1950. Brother Kennedy is the only Brother who has called to the attention of the Brotherhood the fact that he has retained all of his dues books, cards and receipts covering his entire membership in the Brotherhood.

Henry Parker
Twenty-five Year Member
Oakland, Calif.

Jewel Brown
Member Local Exec. Board
Oakland, Calif.

S. Jordan
Member Local Exec. Board
Oakland, Calif.

John Robinson
Twenty-five Year Member
Member Local Exec. Board
Oakland, Calif.

E. J. Hawkins
Member Local Exec. Board
Oakland, Calif.

L. S. Young
Member Local Exec. Board
Oakland, Calif.

F. B. Sloan
Member Local Exec. Board
Oakland, Calif.

C. Crenshaw
Member Local Exec. Board
Oakland, Calif.

C. R. Warner
Twenty-five Year Member
Oakland, Calif.

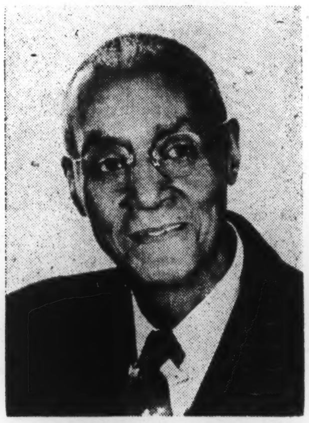
Ed Clark
Twenty-five Year Member
Oakland, Calif.

Homer Trufant
Twenty-five Year Member
Oakland, Calif.

R. W. Winn
Twenty-five Year Member
Oakland, Calif.

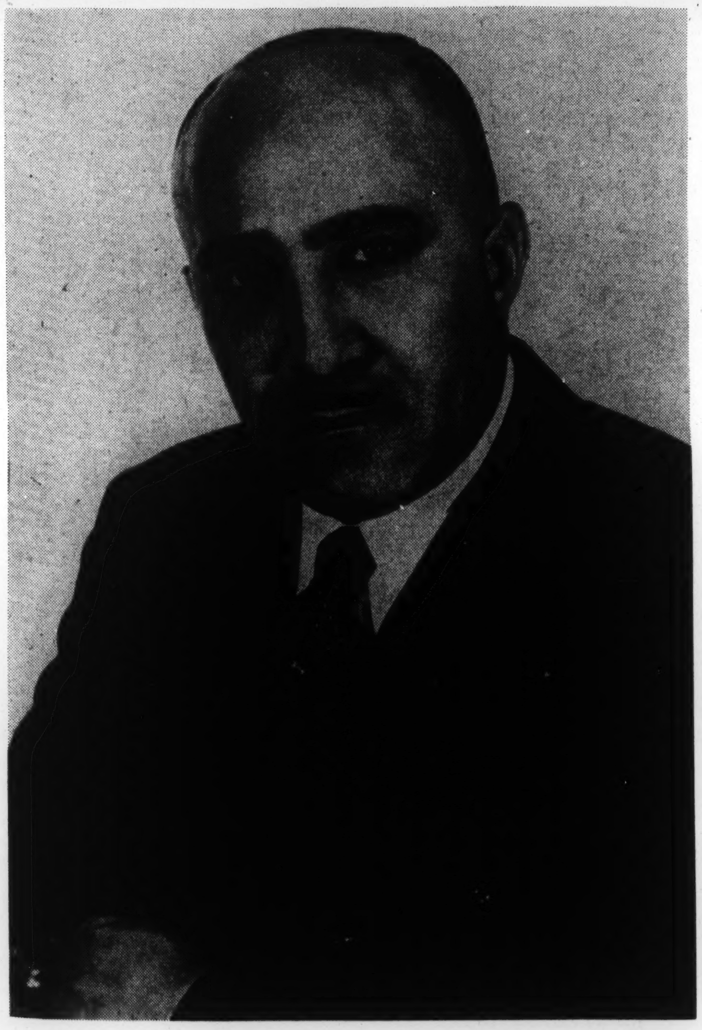
L. A. Broussard
Twenty-five Year Member
Oakland, Calif.

Garfield Bashful
Twenty-five Year Member
Oakland, Calif.



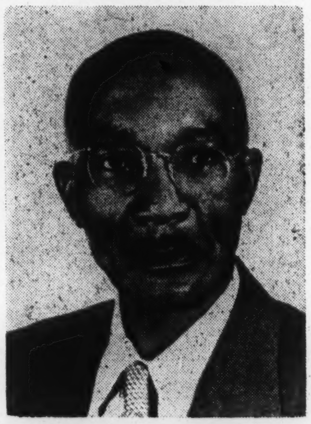
Nathinae Hughes
Twenty-five Year Member
Oakland, Calif.

C. D. Williams
Twenty-five Year Member
Oakland, Calif.



International Vice-President C. Laurence Dellums, in charge of the Pacific Coast Zone, is surrounded here by Brothers who are still active in the Pullman Service and who started twenty-five years ago and have never been unfinancial during all these years. These Brothers have never failed to pay a tax or make a contribution, financial or otherwise, when called upon to do so.

C. E. Young
Twenty-five Year Member
Oakland, Calif.



Robert Inman
Twenty-five Year Member
Oakland, Calif.

Oakland Division

THERE was an old porter in 1924, who no longer able to go out on the road, served as custodian of the Porters' Quarters in the SP yards of West Oakland, California. These "quarters" consisted of two old Tourist Cars, apparently the first ones made. This old porter was a fiery, cussing fighter whose name was "Dad" Moore. Dad was constantly preaching to the porters in the Quarters that they would never amount to anything until they had a union of their own with some man heading it who worked for the porters, not for The Pullman Company. By some strange twist of fate, the sign-out man began to relieve Dad Moore on his day off with a younger porter new in the service by the name of C. L. Dellums. Dad was "pensioned" on his 70th birthday and strange enough Dellums was sent to relieve Dad, since the Company had made no plans for his retirement, and Dellums remained there for something more than two weeks. Dellums began preaching the same doctrine and some of the porters who were stopping at the Quarters who were apparently "Company-men" who wanted to get Dellums out of the Quarters, went to the office and complained about his supervision of the Quarters. When he was called into the office about it he told them immediately to put someone else in the Quarters since he was a porter and not a custodian. Both these men, Moore and Dellums, learned of the Brotherhood through Eastern Porters coming into the Quarters. Dad Moore wrote New York and secured literature and application blanks and started organizing. After being retired at $15 per month, Dad opened a rooming house on Seventh Street and continued his campaign for the Brotherhood. In January, 1926, Messrs. Randolph and Totten came to Oakland and during their stay set up a local with Dad Moore as the Organizer and authorized him to secure a Secretary-Treasurer. One D. J. Jones was employed as Oakland's first Secretary-Treasurer. Because of the great spirit shown in Oakland, the response received by Mr. Randolph, the speed in opening an office and organization of its local caused Brother Randolph to recognize it as San Francisco Local No. 1. It was known as such until the granting of the International Charter and then it became known as the Oakland Division. This change was made because most of the porters reside in Oakland, the Headquarters then was in Oakland, the sign-out office is in Oakland and all of the trains with the exception of a few SP trains to Los Angeles, operate out of Oakland.

Most of the first members in Oakland paid their dues back to the time the Eastern men started paying dues so that they would be on an absolutely equal basis. C. L. Dellums was soon recognized as the spokesman and unofficial leader of the men in Oakland. Because of the part he played when Brother Randolph made his second visit to Oakland in 1927 and because of his activities for the organization, he was fired in October, 1927. The men of Oakland called a special meeting upon learning of Brother Dellums' dismissal in order to try to find some way for him to go to work for the local. Things were getting in bad shape and Dellums had become suspicious of certain things in the local office. He agreed to look into the local situation and to remain with the men at least temporarily so that he could find out what was wrong. Sometime later Brother Dellums sought authority to audit the books. An underground effort was made to prevent this but finally Brother Randolph wired Brother Dellums full authority to audit the books. The next day D. J. Jones disappeared. This forced Brother Dellums to become acting Secretary-Treasurer and eventually full Secretary-Treasurer. Brother Dellums continued the audit of the books and proved a shortage of $780 to the satisfaction of the bonding company and collected.

This was the only time in the history of the Brotherhood that any officials have collected from the bonding company for any shortage on the part of the local Secretary-Treasurer. Plans had been made for a nation-wide propaganda drive about this shortage but Brother Dellums' recovery of the funds blocked it. Apparently the Company had decided that if Oakland could be destroyed then the Brotherhood could be destroyed. The fame and spirit of Oakland had spread throughout the nation. The records show that at least 125 men were fired in Oakland because of their support of the organization. This is far more than were discharged in any other single district. Durnig one "Company-union" election, 45 Oakland men were fired and 45 suspended. Lines were transferred from Oakland to other districts but still the Oakland men stood firm. Oakland is the only district in the service that voted against the Company-Union every year including the year that 90 men were put on the ground. When the national election was held, only 7 men in Oakland voted against the Brotherhood. The entire Pacific Coast was outstanding in this election, with only 31 voting against the Brotherhood in Los Angeles, two voting against the Brotherhood in Portland and not a single man in Seattle voted against the Brotherhood, the only district with such a record. Brother Dellums' supervision and participation in this election is another story within itself. Suffice to say he traveled with the Mediator throughout the zone.

The Brotherhood held its first convention in 1929, setting up a real international organization. Dad Moore and Dellums were sent as delegates. Dad was physically unable to attend the convention and remained in bed during his stay in Chicago and passed away a few months later. As a tribute to the work and spirit of Dad Moore, upon Brother Dellums' recommendation, the Brotherhood adopted a symbol for its letterhead showing a Pullman car named Dad Moore. Oakland was selected as one of the zone headquarters and Brother Dellums elected an International Vice-President.

When the Brotherhood won its fight in 1937 it was found that Oakland, though it only had 160 porters to draw from, had 40 men who had started in 1925 and had never become unfinancial during that time. This was more than twice as many as any other district had. During the darkest days of the struggle when the Company attack was centered upon Oakland, men were fired for being seen going into the Brotherhood office to pay dues. A great tribute is due the men in Oakland because with all that was done to them the doors never closed and many of them never quit going to the office to pay dues and attend meetings. Oakland has always been known for the fact that it always maintained the highest percentage of members in good standing.

Los Angeles Division

The Los Angeles Division was established in the early days of the Brotherhood by the appointment of Mr. George Grant, a real estate broker, as the local representative. Mr. Grant carried on for several months alone before an organizing advisory committee was created by General Organizer A. Philip Randolph. After the death of Mr. Grant and the discharge of W. B. Holland, one of the oldest porters in the district, Brother Holland became Secretary-Treasurer and carried on during the depression years. Ill health finally forced Brother Holland's retirement and the Brotherhood put him on a pension until he passed away.

Oscar Soares succeeded Brother Holland and remained in office until his death. He was succeeded by the present incumbent, L. B. Thompson.

Los Angeles ran second only to Oakland among the larger districts in its over-all support to the Brotherhood. The so-called "Good-Will" Committee originated in Los Angeles and W. B. Holland was the only porter to stand up in the face of Company officials and denounce the good-will scheme and the porters who participated in it. He tipped off Brother Dellums immediately, which put Brother Dellums in a position to kill it before it could spread. This, no doubt, resulted in Brother Holland's dismissal.

When the great election came about in 1935 only 32 men in Los Angeles voted for the protective association, which was the second lowest percentage of protective association folk among the districts. The Company finally signed the contract on the Brotherhood's twelfth anniversary. The check-up showed seven men still active in the service who had never become delinquent up to that time. Four of them, Brothers A. S. Lee, William Thedford, J. Lee No. 1 and William Glenn, are still active in the service. J. J. Coles has passed on, R. J. Murray and James Bell, Sr., have retired. James Bell is a member of the International Executive Board and R. J. Murray is a member of the Local Executive Board.

Los Angeles has been able to maintain an office during most of these years. It is now located at 4006½ South Central Avenue. Brother James White, our President, has just been re-elected for his second term.

* * * * * * * *

LOS ANGELES, CALIF., DIVISION EXECUTIVE BOARD

Standing—left to right: Otto Johnson, Member of Executive Board; R. J. Murray, First Vice-President and Member of Executive Board; Robert D. Blackmon, Union Pacific Representative and Member of Executive Board; Leon H. James, Chairman of Executive Board; W. C. Isaacs, Jr., Secretary of Executive Board. Inset photos—left to right: W. T. Nickelberry, Vice-President and Member of Executive Board; Frank G. Kimmons, Santa Fe Representative. Seated—left to right: L. B. Thompson, Secretary-Treasurer and Member of Executive Board; Rev. J. A. Bell, Sr., International Chaplain, Member of International Executive Board and Vice-Chairman of Executive Board; James M. White, President and Member of Executive Board.

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Comfortable Rooms

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STEVE PIERCE, Prop.
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FAIR DEAL MARKET
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Dining Room	Elevator Service
Drug Store	Maid Service
Barber &	Bell Boy Service
Tailor Shop	Switchboard Service

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EDDIE MILDRED JONES RUBEN
Manager

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Liquor, Wine and Beer
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TU. 4449
Compliments of . . .

NEWTON'S DRUGS & SUNDRIES
834-836 E. 5th ST. LOS ANGELES, CAL.

ADams 5355

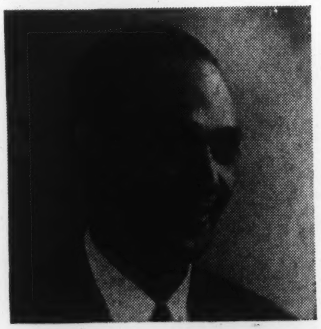
Greetings from . . .

MRS. WINN'S BUS SERVICE

939 E. 55th STREET LOS ANGELES, CAL.

Welcome . . .

ROSSMORE HOTEL
905 East 6th Street
Los Angeles, Calif.
Madison 7070



HASTON L. WOODLEN
Manager

ROYAL HOTEL
615 Kohler Street
Los Angeles, Calif.
Madison 9-8227

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CLARK HOTEL AND ANNEX
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Dining Room Grill and Cocktail Lounge

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Proprietors

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Los Angeles, Cal.

Congratulations from

DR. CLAUDE HUDSON
and Staff

4266 So. Central Ave., Los Angeles 11, Cal.

Congratulations . . .

Pacific Coast Office International Ladies Garment Workers Union

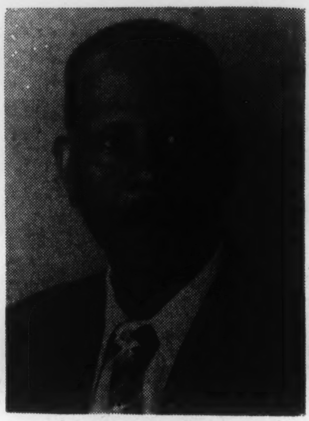
Los Angeles, Calif.

Compliments of . . .

DR. & MRS. DENORVAL UNTHANK

Portland, Oregon

▲



Bob Moore
Los Angeles, Calif.
25 Year Member

▼

Greetings from Friends

MICKEY'S LIQUOR STORES

5015 CENTRAL AVENUE

2309 and 2675 LONG BEACH AVENUE

Los Angeles, Calif.

Congratulation and Best Wishes

for Continued Success

L. A. DRESS JOINT BOARD

I.L.G.W.U.

112 W. NINTH ST.
LOS ANGELES, CAL.

Personal Greetings
Los Angeles Division

D. J. Henderson

LADIES' AUXILIARY, OAKLAND, CALIFORNIA

Left to right: Mesdames Willa Parker, Chairman; Mary Vaughn, Secretary; Azeline Jones, Mary Bradley.

LADIES AUXILIARY MEMBERS, LOS ANGELES, CALIF.

LADIES AUXILIARY EXECUTIVE BOARD, LOS ANGELES, CALIF.

Bottom row— left to right: *Mrs. Lillian Campbell, First Vice-President; Mrs. Arie Walker, President; Mrs. Laura Johnson, Second Vice-President.* **Top row—left to right:** *Mrs. Grace Lee, Corresponding Secretary; Mrs. Emily Johnson, Secretary-Treasurer.*

LADIES' AUXILIARY, PORTLAND, ORE.

Seated—left to right: *Ruth Leftridge, Recording Secretary; Marie Smith, Secretary-Treasurer; Maggie Friday, President; Mabel Redmond, First Vice-President; Effie Ray, Second Vice-President.* Standing—left to right: *Addie De Jeunette, Hettie Jones, C. Green, Chaplain; J. Tinsley, Reporter; Anna Canada, Chairman of Auditing Committee; Mabel Neal, Auditing Committee; C. W. Evans, L. Gordley, O. M. Haynes, Executive Board.*

PORTLAND, ORE., DIVISION

Standing—left to right: *James Lee, Eddie Butler, George Randall, Mack Johnson.* Seated—left to right: *D. W. Schropshire, Secretary-Treasurer; J. D. Leftridge, Vice-President; Anthony Smith, President.*

ATLANTIC COAST LINE TRAIN AND MAIL PORTERS LOCAL 6, RICHMOND, VA., DIVISION

Seated—left to right: ***Guffie Bains, Member, Executive Board; Asbury Britt, Vice-Chairman; George McNair, Secretary-Treasurer; Johnny Harris, Member, Executive Board; James Currie, Chairman, Executive Board;*** **Standing—first row, left to right:** ***Ronnie Williams, Roland Hickson, Clement J. Smith, General Chairman; Elliott P. Saxton, Edgar James.*** **Standing—back row, left to right:** ***Arthur Barnes, Samuel Bryor, Edgar Burleight, James Hooper, Ernest Dees, David Pate.***

Atlantic Coast Line Division

THE Train and Mail Porters Local No. 6 was organized in March, 1939, by Brother B. F. McLaurin, our international field organzer.

Our first agreement between the Brotherhood of Sleeping Car Porters and the Management was written in May 1943. Prior to the writing of our agreement, working conditions were very bad and the pay very poor. Today we all enjoy a decent wage, better working conditions along with twelve days vacation with pay. Through the Brotherhood, many men have been restored to their jobs throughout the system and numerous grievances have been favorably adjusted, which would not have been if it was not for the Brotherhood of Sleeping Car Porters.

We are fortunate in having good leadership which reflects itself in all the Organization's activities. General chairman Clement Smith and his co-workers are entitled to all the praises possible for their loyalty and devotion to the program. The Ladies Auxiliary likewise has played its part.

We on the Atlantic Coast Line are proud to be a part of the Brotherhood of Sleeping Car Porters and extend best wishes to the International Body on the celebration of its twenty-fifth anniversary.

Personal Greetings—Richmond Division

J. H. Allen
E. A. Baker
G. F. Brewer
T. H. Chambers
S. L. Fife
L. E. Fultz
R. E. Harris
C. H. Hayes
E. Anderson
E. N. Arrington
Guffie Baines
A. Barnes
Asbury Britt
E. A. Burleigh
Elizabeth Currie
James Currie
E. F. Dees
Leonard Eggleston
Robert B. Graham
Sarah R. Graham
Johnny Harris
J. E. Hopper
A. D. Lewis
W. B. McNeil
S. G. Mosley
A. Ralph
J. E. Royster
M. D. Stone
R. N. Taylor
J. E. Holloway
R. Hunter
R. Hickson
Edith E. James
Edgar James
Stephen E. Jones
G. C. McNair
Clarence McNeill
Lock Odom
David A. Pate
S. H. Pryor, Sr.
E. P. Sexton
Clement J. Smith
Ronnie Williams

Best Wishes . . .

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Greetings and Good Wishes

SLAUGHTER'S HOTEL

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221 E. Clay Street Richmond, Va.

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Elastic Luggage Cover Co.

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Congratulations . . .

NATIONAL

IDEAL BENEFIT SOCIETY

Z. A. Jones, President

Richmond, Va.

Compliments of . . .

HOTEL HARRIS CORNER

2nd and Clay Street Richmond, Va.

C. & O. Train Porters Division

THE C. & O. Train Porters made its first step to organize in 1938 by Alphonzo L. Payne, its present president. It was met with quite a few obstacles such as some desiring a Company Union, and some threats by local officials of certain divisions to Brother Payne if he continued his efforts to organize the C. & O. Train Porters. As an employee he had to be very careful, but with the help of God he was able to make an appointment with the Hon. A. Philip Randolph, International President B.S.C.P., in the White Law Hotel, Washington, D. C. There the plans for organization were outlined by Mr. Randolph to Brother Payne and he returned to his C. & O. fellow workers with a double determination to get the Union started.

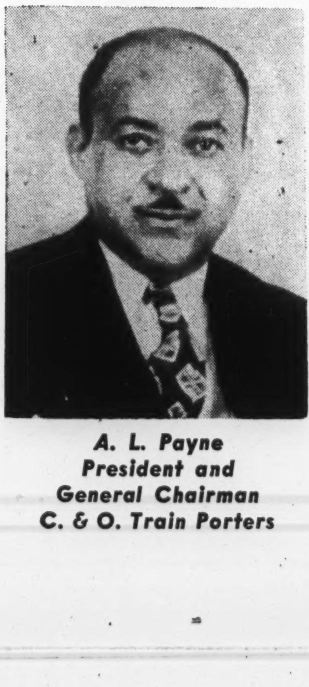
Brother John Thomas (retired), Brother Adolph Johnson and Brother H. O. Robinson were the leading factors in helping Brother Payne to get the men interested in organizing. There were many others that fell in line and helped in many ways. When the election was held for representation we had more than the required 51 per cent needed.

We held our local election in May 1943 and the following named brothers were our first officers: Clarence Batts, president; C. O. Cobbs, vice-president. E. Ware (retired), A. J. Crockett, H. E. Jones, Sr., B. A. Wright, C. G. Taylor, B. G. Crockett, W. Ferguson, S. Reynolds, and A. Johnson were the nine members of the board of directors. A. L. Payne, secretary-treasurer. We received our charter May 5, 1943.

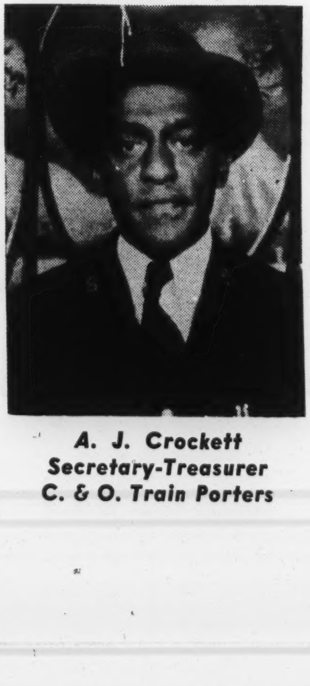
The war years hit us hard, our members, officers of the board and secretary-treasurer were inducted into the Armed Forces, thanks be to God all of our members returned.

Since joining the B.S.C.P. our wages have been doubled, we have settled many claims that would never have been settled, and have handled many grievances that otherwise would have been thrown in the waste baskets of the Company.

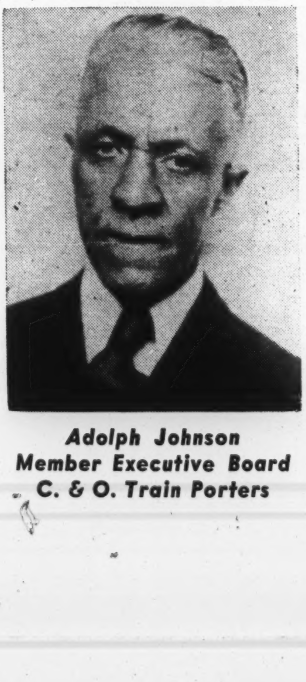
A. J. Crockett who filled the unexpired term of secty.-treas. in 1943 is still secty.-treas., and A. L. Payne who was elected president in 1946 is still president.



A. L. Payne
President and
General Chairman
C. & O. Train Porters

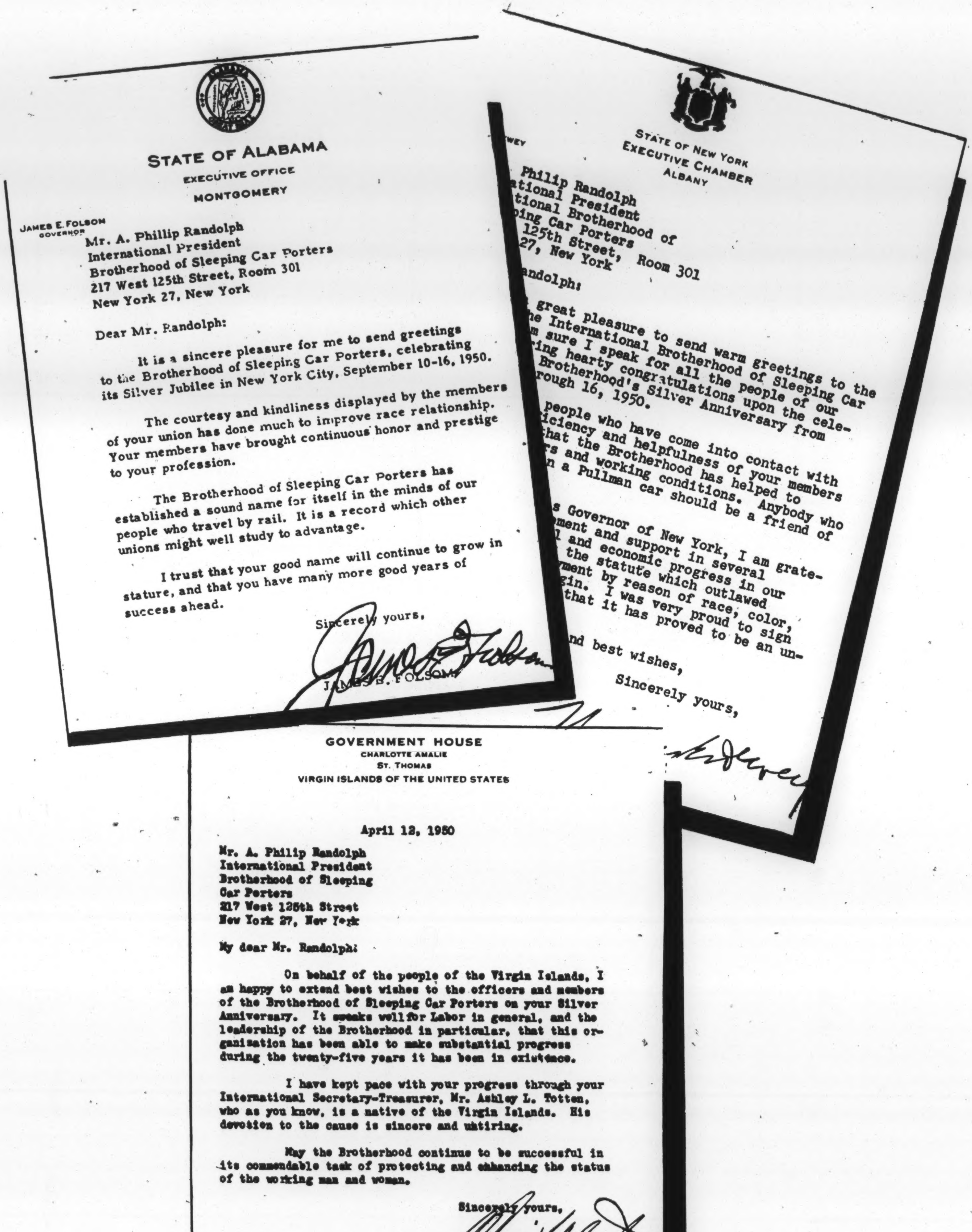


A. J. Crockett
Secretary-Treasurer
C. & O. Train Porters



Adolph Johnson
Member Executive Board
C. & O. Train Porters

L. M. Goode
Local Chairman
Richmond Division
C. & O. Train Porters



STATE OF ALABAMA
EXECUTIVE OFFICE
MONTGOMERY

JAMES E. FOLSOM
GOVERNOR

Mr. A. Phillip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

It is a sincere pleasure for me to send greetings to the Brotherhood of Sleeping Car Porters, celebrating its Silver Jubilee in New York City, September 10-16, 1950.

The courtesy and kindliness displayed by the members of your union has done much to improve race relationship. Your members have brought continuous honor and prestige to your profession.

The Brotherhood of Sleeping Car Porters has established a sound name for itself in the minds of our people who travel by rail. It is a record which other unions might well study to advantage.

I trust that your good name will continue to grow in stature, and that you have many more good years of success ahead.

Sincerely yours,

James E. Folsom
JAMES E. FOLSOM

STATE OF NEW YORK
EXECUTIVE CHAMBER
ALBANY

WEY

Philip Randolph
ational President
ational Brotherhood of
ping Car Porters
125th Street, Room 301
27, New York

andolph:

great pleasure to send warm greetings to the
he International Brotherhood of Sleeping Car
m sure I speak for all the people of our
ring hearty congratulations upon the cele-
Brotherhood's Silver Anniversary from
rough 16, 1950.

people who have come into contact with
iciency and helpfulness of your members
hat the Brotherhood has helped to
rs and working conditions. Anybody who
n a Pullman car should be a friend of

s Governor of New York, I am grate-
ment and support in several
l and economic progress in our
the statute which outlawed
ment by reason of race, color,
gin. I was very proud to sign
that it has proved to be an un-

nd best wishes,

Sincerely yours,

GOVERNMENT HOUSE
CHARLOTTE AMALIE
ST. THOMAS
VIRGIN ISLANDS OF THE UNITED STATES

April 12, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping
Car Porters
217 West 125th Street
New York 27, New York

My dear Mr. Randolph:

On behalf of the people of the Virgin Islands, I am happy to extend best wishes to the officers and members of the Brotherhood of Sleeping Car Porters on your Silver Anniversary. It speaks well for Labor in general, and the leadership of the Brotherhood in particular, that this organization has been able to make substantial progress during the twenty-five years it has been in existence.

I have kept pace with your progress through your International Secretary-Treasurer, Mr. Ashley L. Totten, who as you know, is a native of the Virgin Islands. His devotion to the cause is sincere and untiring.

May the Brotherhood continue to be successful in its commendable task of protecting and enhancing the status of the working man and woman.

Sincerely yours,

Morris F. de Castro
Governor

ATLANTA, GEORGIA, DIVISION

Left to right: J. H. Traylor, Member of the Executive Board; J. C. McFarlin, Secretary-Treasurer; Thomas W. Culpepper, President; E. Allen, Member of the Entertainment Committee; and H. S. Minor, Member of the Organizing Committee.

Atlanta Division

THE first president of the Atlanta Local, Brotherhood of Sleeping Car Porters, was S. D. Kendricks who took the office in 1937 and was succeeded by B. F. Hurt in 1938. Thomas Culpepper succeeded Ben Hurt in 1940.

T. G. Goodrum was the first secretary-treasurer and the founder of the Atlanta Local. He was supported by E. J. Allen, who has been an active member of the Executive Board since 1937. Other members, past and present, of the Executive Board, are the following: Gordon Brown, who is at present retired on pension (since 1943); Walter Brown, who retired in 1940 and departed this life October 17, 1949; O. Pearson, who retired September 1, 1948, is still active and attends Brotherhood meetings; A. L. Wyatt; Neal Reaves, who departed this life October 6, 1949, died suddenly in Tallapoosa, Georgia, enroute to Atlanta on his regular run; J. H. Hatton, who also was on the Executive Board, is still a Board member at this writing; H. Whitehead, who was also second secretary-treasurer; A. Walker; Ed. Prater, who retired in 1945 and departed this life in 1947, was the first chaplain that the Atlanta Local had.

M. F. Chappell succeeded Whitehead as secretary-treasurer in February 1941, and he was succeeded by J. C. McFarlin on the 11th day of September 1947.

The first meetings of the Atlanta Local were held at different porters' homes, such as Brothers Kendricks, Wyatt and others. The first meeting was in the basement of the Mount Vernon Baptist Church. It was attended by very few members, such as B. F. Hurt, S. D. Kendricks, T. G. Goodrum, Neal Reaves, A. L. Wyatt and Walter Brown.

Important Events of the Local

Brother B. F. McLaurin, International Field Organizer, made a trip to Atlanta in 1936 and set up the Local. Mr. Thomas Patterson, Eastern Zone Supervisor, also came to Atlanta to visit the Division in later years. Brother A. Philip Randolph, International President, made his first trip to Atlanta in 1926 and spoke at Morehouse College. Mr. Kemp, Superintendent of the Atlanta District, sent three porters to attend the meeting at Morehouse College. These three porters were E. E. Goodlett, now deceased; W. H. Rogers, who was also a temporary instructor of porters at the time, and Eugene Anderson, now dead. Mr. Randolph talked at Morehouse College and the interest taken in it by Mr. Kemp was great. Mr. Anderson made the following statement:

"Mr. Kemp asked me the next morning if I went over to Morehouse College to hear Randolph. My reply was 'yes.' Mr. Kemp then asked what was my opinion of the intelligence of Mr. Randolph. I replied that Mr. Randolph had the audience spell-bound."

Prior to the election of 1935, the Pullman Company got busy and had some of their top stool-pigeons to organize what was known as the Porters and Maids Protective Association. The name of this organization was used in the place of the old company union known as the Employee Representation Plan, which was outlawed by the Wagner Act. The election began on May 25, 1935, and ended on

June 28, 1935. In Atlanta, the election was supervised by S. L. Armstrong for the Protective Association; for the Brotherhood of Sleeping Car Porters was B. F. McLaurin, International Field Organizer. Porter S. L. Armstrong had long been known as one of the representatives of the old company unions. The spirit of the union men was low, low because of the pressure brought upon them by the stool-pigeons. Most of the men feared the loss of their jobs if they voted for the Brotherhood of Sleeping Car Porters. So, in the election, the Protective Association received 83 votes, and the Brotherhood of Sleeping Car Porters received 19. Mr. Culpepper was told by Milton P. Webster, First International Vice-President, that it was the worst vote of any division throughout the nation. It is obvious why the Atlanta Division has been very slow in coming up to par.

In 1945, we had more than 150 members, but membership has dwindled in the Atlanta Division just like it has in other divisions throughout the nation. The reason for this is that the war has ended and many men are on furlough. Furlough and death and retirement have cut into the membership of the Atlanta Division.

Some of the achievements that we of the Atlanta Division have made concerning working conditions are the following:

It had been the policy of the Pullman Company for the past 50 years, in Atlanta and other outlying points where Pullman cars were operated to and from, that the porter had to ice his car at all starting points in the Atlanta Zone with the exception of Jacksonville and other Florida points. Porters had to ice cars at the starting of the trip in the following places: Atlanta, Birmingham, Charlotte, N. C.; Charleston, S. C.; Wilmington, N. C.; Augusta and Brunswick, Ga.—until the fall of 1943. This condition had been taken up on many occasions with the Management under the Employees Representation Plan, but we were always told by the superintendent that no change could be made and that the porter must ice his car at all starting points in the Atlanta Zone. We took this case up with the Management in early 1943 and were given the same answer as in previous years. We carried the decision from Mr. Lively, District Superintendent, to Mr. Patterson, Eastern Zone Supervisor. This decision was appealed to the zone superintendent, who was stationed at Philadelphia, and in about 60 days the Pullman Company began to issue keys to station employees, such as ice and water employees, and the cars were being iced by such employees, thanks to the Brotherhood of Sleeping Car Porters Union. Had it not been for the Brotherhood, we still would be doing other men's work that they were paid to do. I understand that this was an old tradition of Mr. W. M. Camp, who never wanted anyone to ice a Pullman car except the porter.

The first major case that we had in Atlanta was that of a porter, A. B. Randall, who was given a suspension of eight days because of some misunderstanding with a passenger who, the evidence proved, was intoxicated at the time. This case was appealed to the 3rd Division of the National Railroad Adjustment Board. One year later, the Board ordered the Pullman Company to expunge from the record of Porter Randall the 8 days' suspension he had suffered and ordered the Company to compensate Randall for the amount he should have earned for 8 days' work. That case alone was a great boost in morale to Atlanta membership. As a result of this case we got many members soon after the decision was rendered by the National Adjustment Board. Since then, the Management has paid claims to the following porters: W. S. James, O. Pearson, A. Trice, J. H. Hatton, D. L. Gray, L. Peterson and D. Cummings.

Ladies' Auxiliary, Atlanta, Ga.

The Ladies Auxiliary of Atlanta was organized April 23, 1938, by our International Field Organizer, B. M. McLaurin. Be it remembered that the Atlanta Division of the Brotherhood met many difficulties before coming into reality, since the Atlanta porters remained rather loyal to the old Company plan long after the Brotherhood had won representation as the representatives of the porters.

With a very humble beginning in the home of Sister Minnie Brown, with some seven members present, we have been fortunate in developing the local organization that is able to meet the requirements of both the community needs and contribute to the welfare of our International organizations.

Under the brilliant leadership of Sister Gertrude Ross, our first and only President, we have seen many developments. We have had four Secretary-Treasurers; namely, Sisters Lucille Jones, Sallie Holloway, Jonnie Perkins and Beatrice Traylor, the last named remains in the office for another two years.

We have contributed to the educational fund, having had some of our members to attend the labor schools. We have likewise supported the National Council for a Permanent Fair Employment Practice Committee, the National Committee for Rural Schools and many local community agencies.

We are honored to share in the celebration of the Brotherhood of Sleeping Car Porters.

Greetings . . .

The progress of the Brotherhood of Sleeping Car Porters, should encourage every American employee, to follow in your path.

Best wishes on your twenty-fifth birthday.

PAUL SMARTT
Secretary-Treasurer
Georgia State Council of Lathers

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Phone CY-9023

LADIES AUXILIARY, ATLANTA, GEORGIA

Seated—left to right: *Nazer Mathews, Assistant Recording Secretary; Beatrice M. Taylor, Secretary-Treasurer; Gertrude Ross, President; Patricia McFarlin, Recording Secretary; Ophelia Culpepper, Chairman Membership Committee.* Standing—left to right: *Johnnie Perkins, Co-Chairman Entertainment Committee; Bessie Reese, Member; Thomas Patterson, Eastern Zone Supervisor, BSCP, New York; Clarice Wyatt, Member, and Evie Booker, Chairman of Sick Committee.*

BIRMINGHAM, ALA., DIVISION

Seated—left to right: *E. W. Watts, J. M. Knight, W. Richerson, President; Frank Howard, Secretary-Treasurer.* Standing—left to right: *W. M. Haygood, Auerett, George Robinson, H. McClain, P. Jackson, P. Arrington.*

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LADIES' AUXILIARY, ASHEVILLE, N. C.

Seated—left to right: ***Annabelle Foster, Clara Johnson, Gertrude Epps, Secretary-Treasurer; Mary Strickland, Vice-President; Earline McQueen, President; Laurajo E. Foster.*** **Standing—left to right:** ***Leo Sheftall, Dorothy Thompson, Nellie Porter, Onner Lee McClelland, Ruth Morrison, Ruth Logan.*** **Not shown:** ***Iola Frazier.***

Personal Greetings — Asheville Division

L. S. Thomas
G. Morrison
S. L. Wilburn
J. Jones
J. W. Bertha
J. A. Epps
B. F. Porters
F. McMahan
C. W. Sheftall
R. Dyson
H. C. McQueen
B. Linsey
S. C. Foster
W. C. Burgins
J. I. Johnson
P. Logan
C. A. McClelland
W. B. Kelly
T. Haynes
R. Rogers
W. O. Littlejohn
B. Dixon
H. F. Burton
Mrs. Nan H. Michael
Miss Felicia Davis
Mrs. Julia M. Ervin
Mrs. F. H. Harris
Mrs. E. H. Keaton
Mrs. Maggie Greenlee, R.N.
Burgin Stepp
Mrs. L. S. Thomas
Steele's Drug Store
Mrs. Rosa Lee Young
Mrs. J. W. Bertha
Mrs. Ruth Germany
J. E. Fleming
D. D. Moore
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COLUMBUS, OHIO, DIVISION

Front row—left to right: H. R. Chinn, Second Vice-President; H. E. Hairston, Vice-President; S. Hawkins, President; R. H. Latimer, Secretary-Treasurer; C. E. Washington, Porter. Back row—left to right: B. C. Hemphill, Board Member and Recording Secretary; C. H. Smith, Chairman, Auditing Committee; M. Robinson, Sentinel and Board Member; S. W. Austin, Chaplain; G. E. Smith, Board Member.

Cincinnati Division

It was in 1925 that two men came to Cincinnati with the purpose of helping the Pullman porters to organize and become a part of a national labor union. These men, Frank R. Crosswaith and W. H. Des Verney of New York, who talked with the porters that were interested and arranged a meeting to organize them.

Among the local porters who desired such an independent organization of the Pullman Company, were Fred Hughes Sr., Benjamin Allen, Clarence B. Taylor, A. W. Simmons, Bert Aegler, A. T. Hubbard, W. H. "Bill" Shannon and James "Race Horse" Johnson.

The first meeting was a "great success" for the enemies of the local, its entire attendance consisted of Crosswaith, Des Verney and one porter, C. B. Taylor. However, a short time later, a former porter, Bennie Smith, now 2nd International Vice-President, came to the city and arranged the meeting that resulted in the organization of the local. Thus, the Cincinnati local of the Brotherhood came into being in 1926.

It can be truthfully said that the infant days of the Division were typical of most Divisions at that time. The constant battle waged by the company-controlled PPBA and Employee Representation Plan, the porters who had little or no faith in a Negro organization being able to successfully combat a large corporation such as the Pullman Company, and the ever present fear of being fired because of union activity, were only some of the reasons that were conductive to the hectic and trying times of the early members of the Division. Yet, with the perseverence of Brother "Doc" Simmons, its first president, and the ceaseless efforts of the secretary-treasurer, "Bill" Shannon, the Division was started firmly on its way.

It was the influence of the Division that caused the District to garner 98 votes for the Brotherhood of the 139 valid votes cast during the Certification Election of 1935.

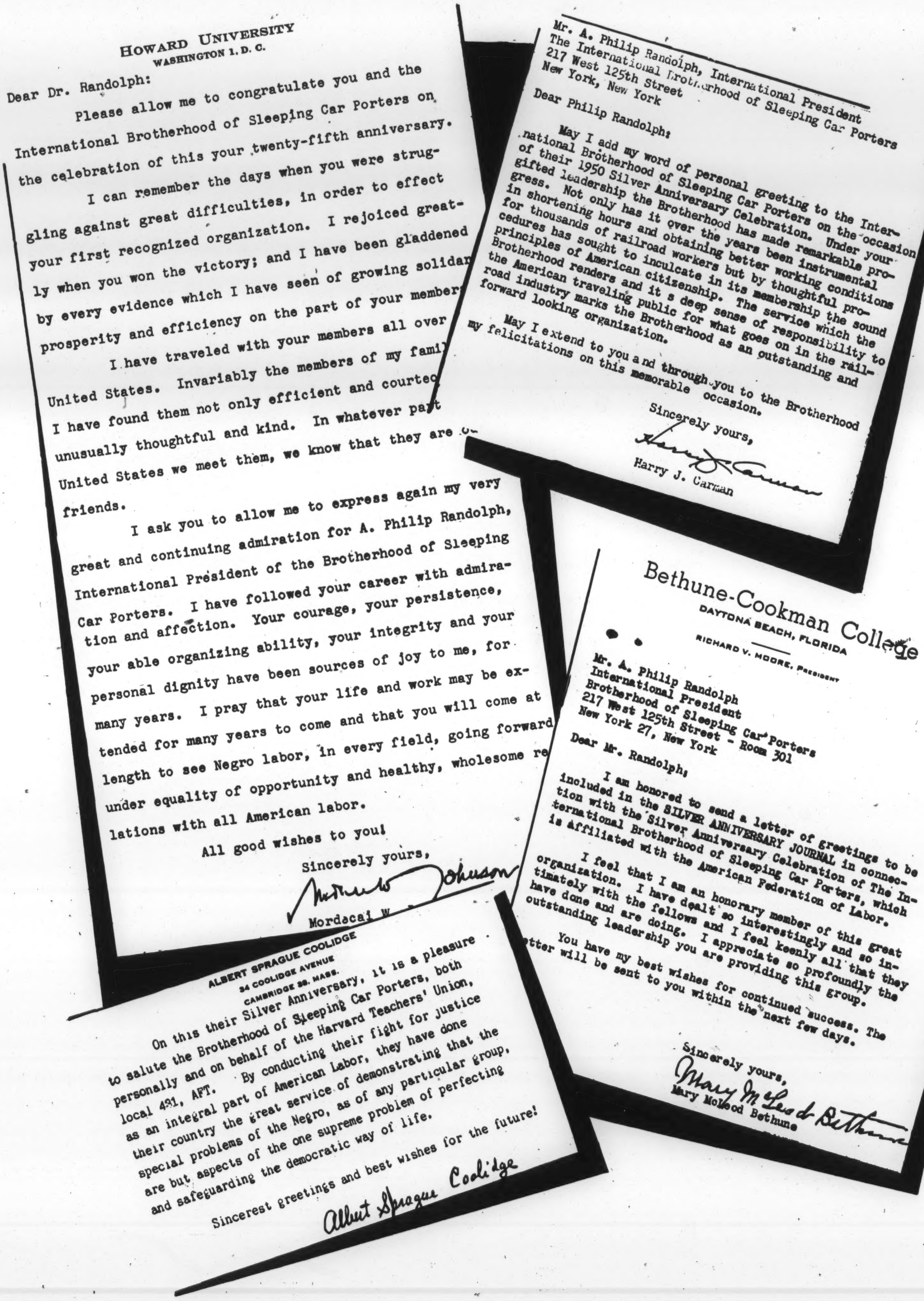
The succeeding presidents, A. T. Hubbard, Carl Berry, A. E. Ellis and the incumbent president, Leon Carter, together with the support of the members, have unselfishly contributed to the perpetuation of the Cincinnati Division.

Personal Greetings
Cincinnati Division

George G. Bea
Sylvester Bea
C. E. Brooks
Leon Carter
A. E. Ellis
J. Humphrey
W. H. Johnson
J. C. Logan
Hugh Moore
W. Roper
O. T. Sibley
J. D. Williams

Personal Greetings
Columbus Division

H. R. Chinn
H. E. Hairston
S. Hawkins
B. C. Hemphill
R. H. Latimer
E. J. Palmer
M. Robinson
C. H. Smith
G. E. Smith
E. D. Speras
M. White
G. Williams
C. E. Washington



HOWARD UNIVERSITY
WASHINGTON 1, D. C.

Dear Dr. Randolph:

Please allow me to congratulate you and the International Brotherhood of Sleeping Car Porters on the celebration of this your twenty-fifth anniversary.

I can remember the days when you were struggling against great difficulties, in order to effect your first recognized organization. I rejoiced greatly when you won the victory; and I have been gladdened by every evidence which I have seen of growing solidar prosperity and efficiency on the part of your member

I have traveled with your members all over United States. Invariably the members of my famil I have found them not only efficient and courteo unusually thoughtful and kind. In whatever part United States we meet them, we know that they are friends.

I ask you to allow me to express again my very great and continuing admiration for A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters. I have followed your career with admiration and affection. Your courage, your persistence, your able organizing ability, your integrity and your personal dignity have been sources of joy to me, for many years. I pray that your life and work may be extended for many years to come and that you will come at length to see Negro labor, in every field, going forward under equality of opportunity and healthy, wholesome relations with all American labor.

All good wishes to you!

Sincerely yours,

Johnson

Mordecai W

Mr. A. Philip Randolph, International President
The International Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Philip Randolph:

May I add my word of personal greeting to the International Brotherhood of Sleeping Car Porters on the occasion of their 1950 Silver Anniversary Celebration. Under your gifted leadership the Brotherhood has made remarkable progress. Not only has it over the years been instrumental in shortening hours and obtaining better working conditions for thousands of railroad workers but by thoughtful procedures has sought to inculcate in its membership the sound principles of American citizenship. The service which the Brotherhood renders and it s deep sense of responsibility to the American traveling public for what goes on in the railroad industry marks the Brotherhood as an outstanding and forward looking organization.

May I extend to you and through you to the Brotherhood my felicitations on this memorable occasion.

Sincerely yours,

Harry J. Carman

Bethune-Cookman College
DAYTONA BEACH, FLORIDA
RICHARD V. MOORE, PRESIDENT

HERBER
CHAIRMAN,

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Room 301
New York 27, New York

Dear Mr. Randolph,

I am honored to send a letter of greetings to be included in the SILVER ANNIVERSARY JOURNAL in connection with the Silver Anniversary Celebration of The International Brotherhood of Sleeping Car Porters, which is Affiliated with the American Federation of Labor.

I feel that I am an honorary member of this great organization. I have dealt so interestingly and so intimately with the fellows and I feel keenly all that they have done and are doing. I appreciate so profoundly the outstanding leadership you are providing this group.

You have my best wishes for continued success. The letter will be sent to you within the next few days.

Sincerely yours,

Mary McLeod Bethune

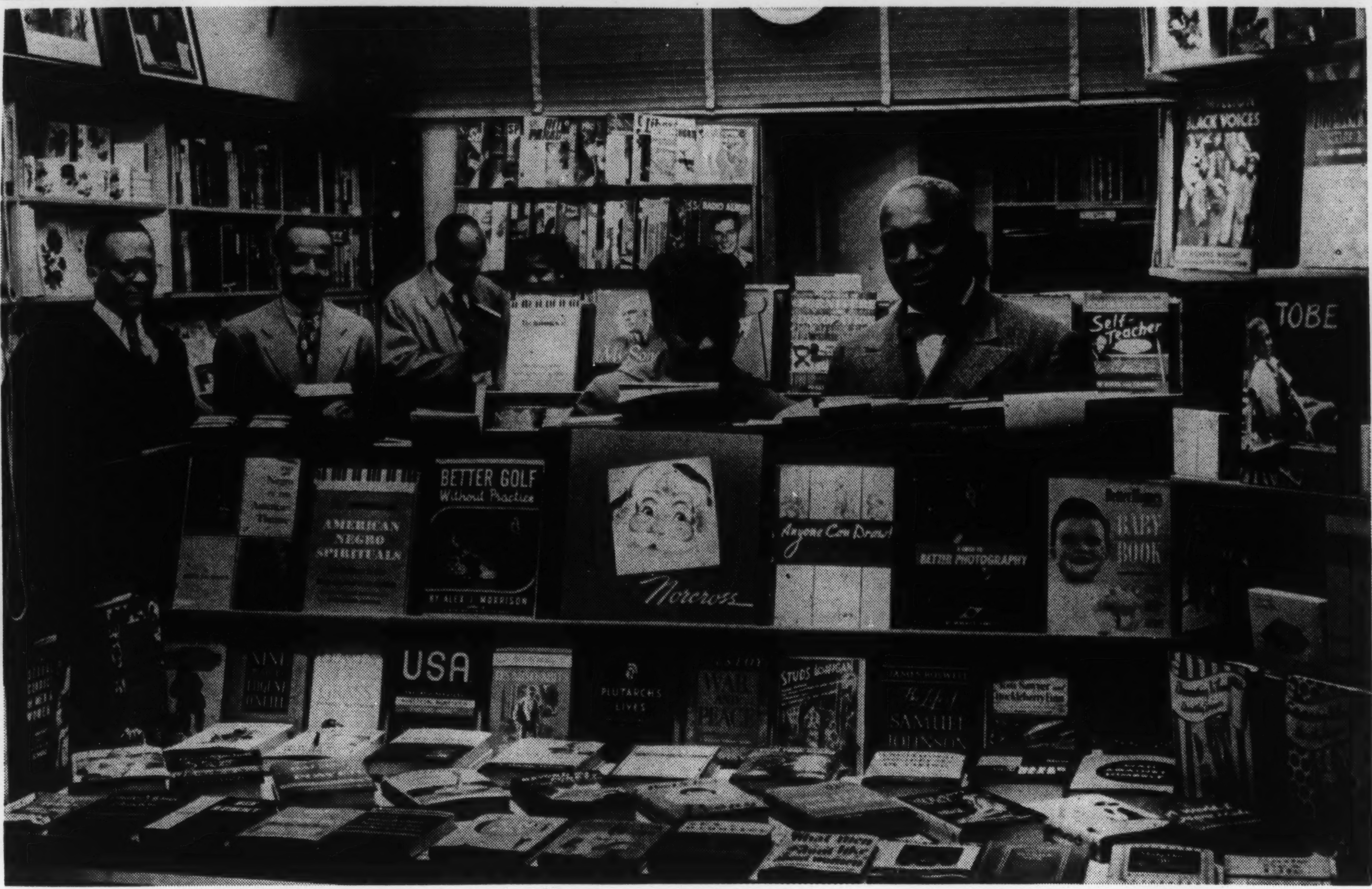
Mary McLeod Bethune

ALBERT SPRAGUE COOLIDGE
34 COOLIDGE AVENUE
CAMBRIDGE 38, MASS.

On this their Silver Anniversary, it is a pleasure to salute the Brotherhood of Sleeping Car Porters, both personally and on behalf of the Harvard Teachers' Union, local 431, AFT. By conducting their fight for justice as an integral part of American Labor, they have done their country the great service of demonstrating that the special problems of the Negro, as of any particular group, are but aspects of the one supreme problem of perfecting and safeguarding the democratic way of life.

Sincerest greetings and best wishes for the future!

Albert Sprague Coolidge



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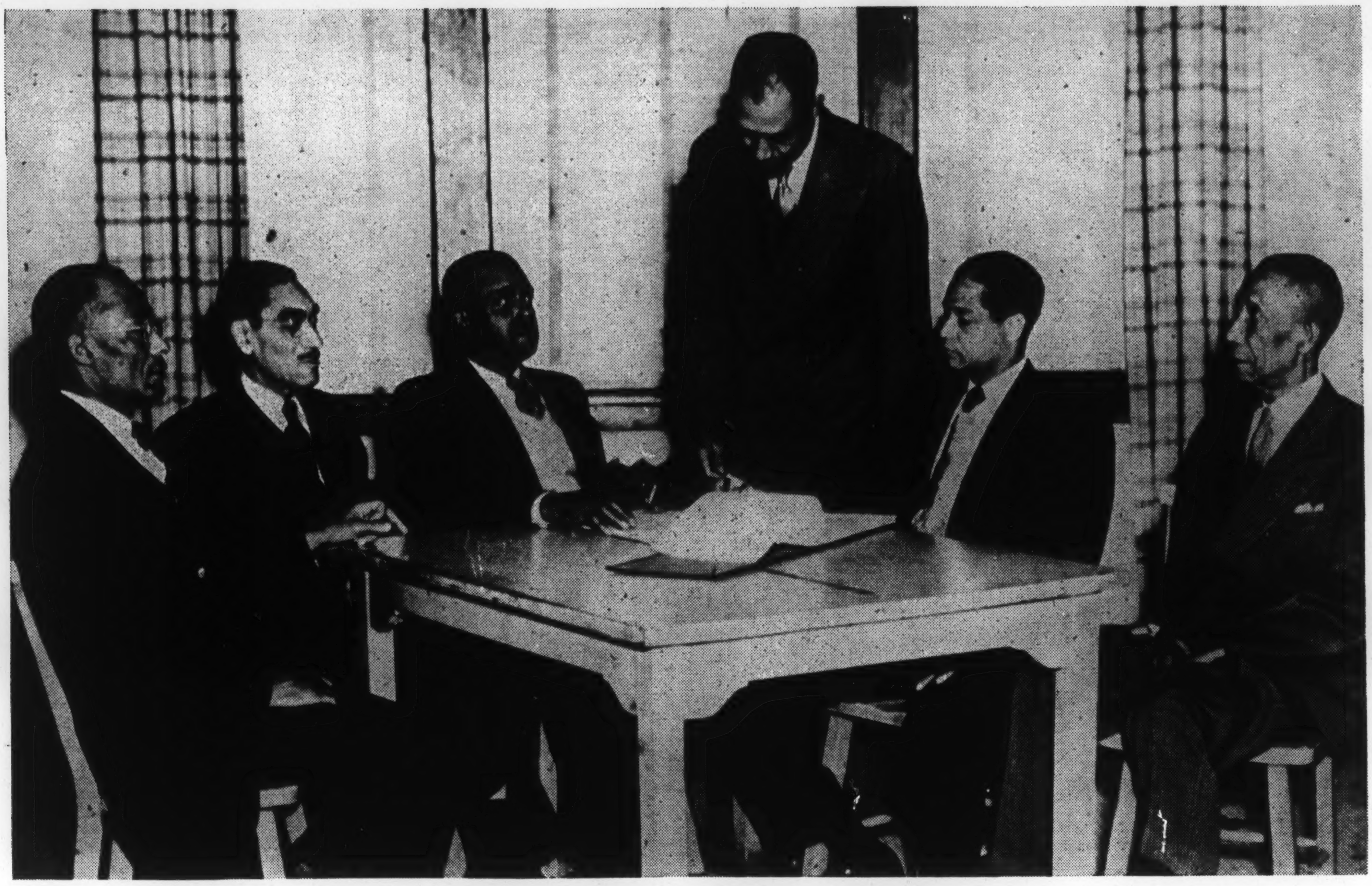


OFFICERS OF THE DENVER DIVISION

Denver Division

After hearing that the Brotherhood of Sleeping Car Porters had come in existence, four Pullman porters got together and made application for membership in the Organization. These porters were: Albert Briggs, Robert Black, Sandy Davis and J. R. Benoit. After receiving our cards as members, we proceeded to hold meetings and appointed a chairman and secretary-treasurer; the chairman was Albert Briggs, the secretary-treasurer was D. D. Holmes.

We began recruiting men for this Division and also encouraging men's wives to form and join the Colored Economic Council. One of the women, Mrs. Ella McBride, took the initiative in the new Ladies' Organization; she did not only take the lead in the Council, but made it her business to be at every meeting the men held, giving us encouragement to follow the leaders of the Organization. Very often there were only three or four men in the meeting but she was always there.

From those difficult days our Organization began to grow and it was practically sustained by entertainments and social functions. Soon after the news got around we began having opposition from the District Superintendent of the Pullman Company. In the shuffle, we had three men fired on account of their activities with the Brotherhood, but nevertheless, we continued to work until now we have a successful and prosperous Division in Denver.

Ladies Auxiliary, Denver, Colo.

This Auxiliary was organized August 19, 1926, in the Zion Baptist Church, East 24th Avenue and Ogden Street, by Mr. D. D. Holmes, with the aid of Mesdames Alonzo Wylie and Nina Lockwood as instructors. It was first called the Colored Women's Economic Council.

The charter members were: Mesdames Maggie Walker, Ella McBride, Gertrude Crocker, Addie Fowler, Venzie P. Witt, Bessie Head, Florence J. Moore and Anna Brown.

Sister Venzie P. Witt was the first president, serving in that position for twelve year. In 1938 she was elected Secretary-Treasurer after attending the First International Convention in Chicago, as well as elected a member of the International Executive Board. She held these two positions until her death.

Sister Ethel Ellsberrg was the second president, serving one two-year term. Sister Nannie M. Wells was elected third president in June, 1940.

The organization has had only three secertary-treasurers: Sisters Venzie P. Witt, Anna Moore, both passed into the great beyond, and Laura Jones.

Sister Ella McBride is the only charter member living who has been continually financial. The membership now is very active.

OFFICERS AND MEMBERS, DENVER LADIES AUXILIARY

Nannie M. Wells, President; Myrtle Sinks, First Vice-President; Geneva A. Love, Secretary; Callie Mims, Executive Board member; Ella McBride, Int'l. Executive Board member.

Fort Worth and Denver City Train Porters

The Denver Coach porters were organized in 1923. Many years prior to this time, efforts were made to overcome difficulties but all failed. Not until our affiliation with the Brotherhood of Sleeping Car Porters were we able to get the majority of our men to support the organization and play their part in overcoming our long hours of work and short pay.

When Brothers Randolph and Webster met with us in Denver, Colorado, we lost no time in giving our support. When our first contract was negotiated our monthly wage was $90. The Brotherhood has increased our wage to a minimum of $240.10 for 205 hours of work with twelve days vacation. Our seniority is protected and we receive the same consideration as other employees on the system. Our present officers are Philip L. Shorter, President, and O. C. Loving, Secretary-Treasurer. The members of our Grievance Committee are L. J. Anderson, Felix Harrison, and Roosevelt Pierce.

Kansas City Southern Division

The Kansas City Southern porters joined the Brotherhood in 1940. By 1942 the Brotherhood had secured a contract. Until that time we worked at the mercy of management.

In 1907 the wages were $45.00 per month and the hours all that the traffic could bear. By 1924 our wages were increased to $120.00 per month. It took seventeen years to gain that increase, and that only because the cost of living during those years rose by far greater numbers than the figures on our pay check. In 1942 when the Brotherhood of Sleeping Car Porters got our first contract, we received the same standard increase the other organized workers had enjoyed for years.

Our organization runs smoothly, our grievances are adjusted and we know what the worth of our membership has been since joining up with the Brotherhood.

Train-Brakeman Porters Division No. 9

Train-Brakeman Porters Division International—Great Northern No. 9, was organized November 27th, 1939, with 27 charter members in the city of San Antonio, Texas.

We have been moving forward ever since becoming part of the great organization of the Brotherhood of Sleeping Car Porters. We now enjoy benefits never before anticipated by train porters. Back in the dark days train porters were never given wage increases in proportion to increases granted trainmen, conductors, etc., instead they were given what the management considered you were entitled to and on some roads train porters would get no increases at all notwithstanding the fact that the high cost of living had made it necessary for other workers to seek higher pay. We owe our all to the Brotherhood of Sleeping Car Porters and we will go all the way in appreciation for what has been done, hoping that from year to year we will grow bigger and stronger.

CHATTANOOGA DIVISION

Front row—left to right: ***T. R. Holly, C. Brown, M. Moore, President; S. Wood, Secretary-Treasurer.*** **Back row—left to right:** ***C. M. Wilson, O. L. Whitaker, R. T. Cross.***

Chattanooga Division

The Chattanooga Division was one of the first Southern Divisions to organize. B. F. McLaurin, our field organizer, is due much credit for his efforts. It was organized into the National in 1934. Its International charter issued in 1937. Its officers and membership realized that their economic, social and political conditions could not be improved and high standard of living raised and maintained without a good organization.

During the years from 1938 to 1942 this division's membership was at an all time high. Ninety-nine per cent of the porters were in the Organization. At present over 75 per cent of the old charter members are retired or deceased. Our success has been under the leadership of our president and secretary-treasurer, Brother M. Moore and Brother Samuel Wood, respectively, and former local organizer O. L. Whitaker, appointed in 1934 by Brother McLaurin.

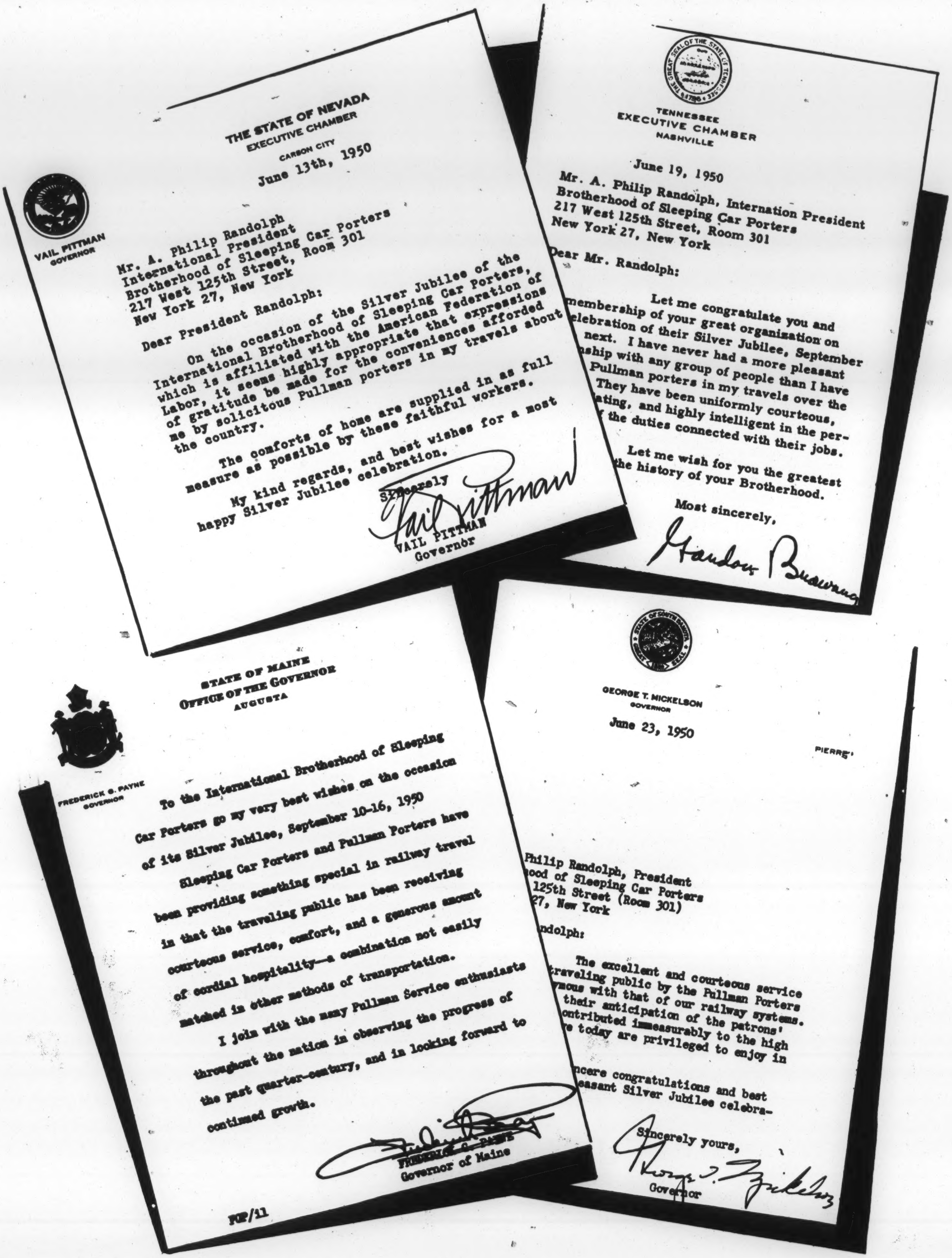
We shall long remember our slogan: a quitter never wins and a winner never quits.

Memphis Division

The Memphis Division responded early to the call. Brother Harry Fletcher was the first member of our division. He was contacted by our International Field Organizer, B. F. McLaurin, on his first visit and made him guest in his home back in 1934. Fletcher pointed out the men to be trusted and worked toward the establishment of the present set-up.

The division received its charter January 4, 1938. Our first officials were Brothers T. Nesbit, President, and N. A. Myers, Secretary-Treasurer. Under their leadership our division made a fine beginning. Brother Frank Goffman succeeded Nesbit as president and carried on wonderfully until his death in 1943. Brother Chas. Cooper succeeded Brother Myers as Secretary-Treasurer and also was elected a delegate to the convention at Cleveland, Ohio, in 1944.

The division today is being led by Brother H. F. Patton, who succeeded Brother Goffman. The late Brother S. W. Bennett did a fine job as Secretary-Treasurer until his death in April, 1950. The Memphis Division is very much alive in all Brotherhood activities and the various committees are doing their best to advance the welfare of the membership. Brother F. S. Newman is doing a wonderful job as Secretary-Treasurer.



THE STATE OF NEVADA
EXECUTIVE CHAMBER
CARSON CITY

VAIL PITTMAN
GOVERNOR

June 13th, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear President Randolph:

On the occasion of the Silver Jubilee of the International Brotherhood of Sleeping Car Porters, which is affiliated with the American Federation of Labor, it seems highly appropriate that expressions of gratitude be made for the conveniences afforded me by solicitous Pullman porters in my travels about the country.

The comforts of home are supplied in as full measure as possible by these faithful workers.

My kind regards, and best wishes for a most happy Silver Jubilee celebration.

Sincerely

Vail Pittman

VAIL PITTMAN
Governor

TENNESSEE
EXECUTIVE CHAMBER
NASHVILLE

June 19, 1950

Mr. A. Philip Randolph, Internation President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

Let me congratulate you and
membership of your great organization on
elebration of their Silver Jubilee, September
next. I have never had a more pleasant
nship with any group of people than I have
Pullman porters in my travels over the
They have been uniformly courteous,
ating, and highly intelligent in the per-
f the duties connected with their jobs.

Let me wish for you the greatest
the history of your Brotherhood.

Most sincerely,

Gordon Browning

STATE OF MAINE
OFFICE OF THE GOVERNOR
AUGUSTA

FREDERICK G. PAYNE
GOVERNOR

To the International Brotherhood of Sleeping Car Porters go my very best wishes on the occasion of its Silver Jubilee, September 10-16, 1950

Sleeping Car Porters and Pullman Porters have been providing something special in railway travel in that the traveling public has been receiving courteous service, comfort, and a generous amount of cordial hospitality—a combination not easily matched in other methods of transportation.

I join with the many Pullman Service enthusiasts throughout the nation in observing the progress of the past quarter-century, and in looking forward to continued growth.

FREDERICK G. PAYNE
Governor of Maine

FGP/11

GEORGE T. MICKELSON
GOVERNOR

PIERRE

June 23, 1950

Philip Randolph, President
ood of Sleeping Car Porters
125th Street (Room 301)
27, New York

ndolph:

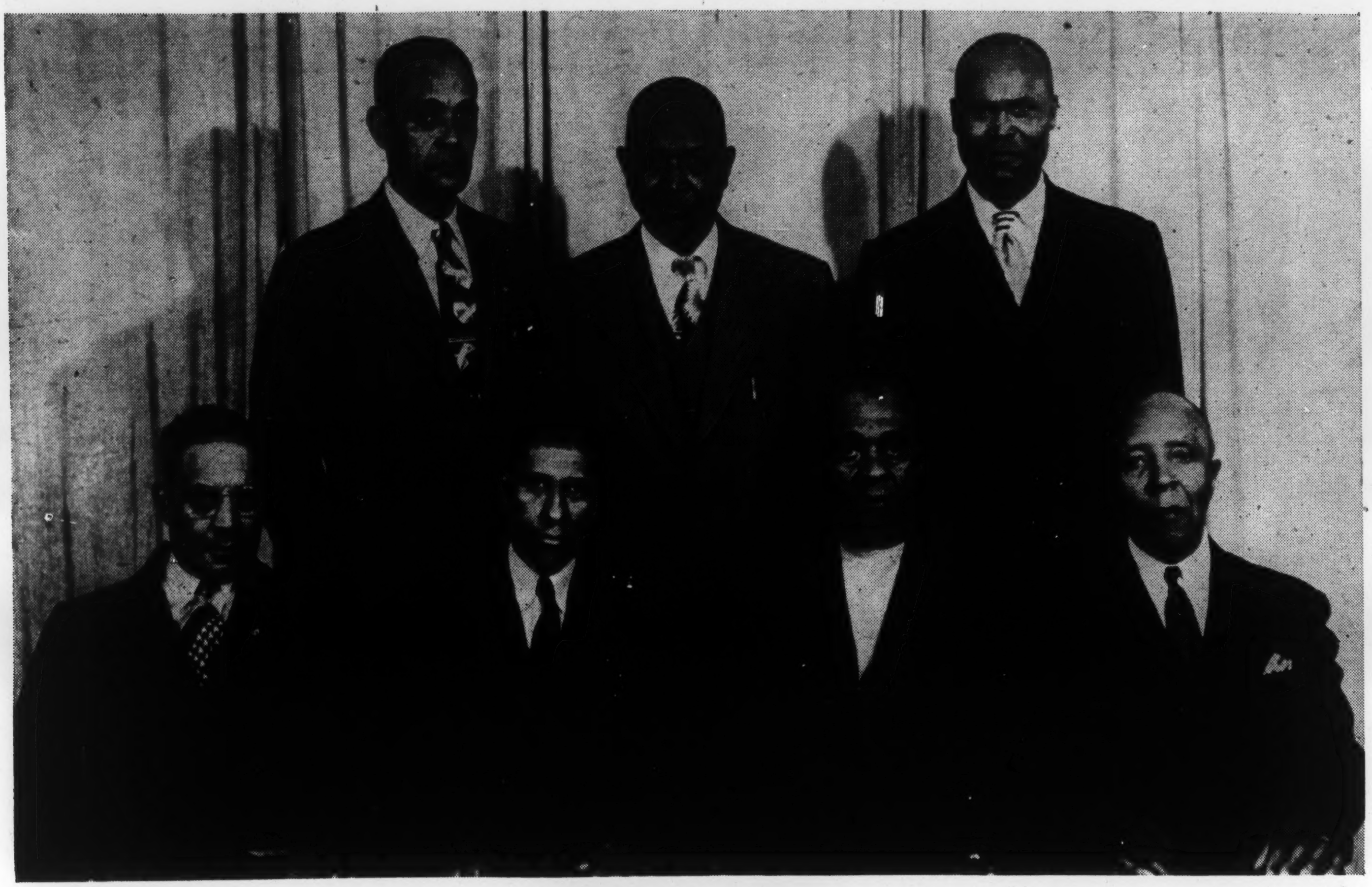
The excellent and courteous service
traveling public by the Pullman Porters
ymous with that of our railway systems.
their anticipation of the patrons'
ontributed immeasurably to the high
e today are privileged to enjoy in

ncere congratulations and best
easant Silver Jubilee celebra-

Sincerely yours,

George T. Mickelson

Governor

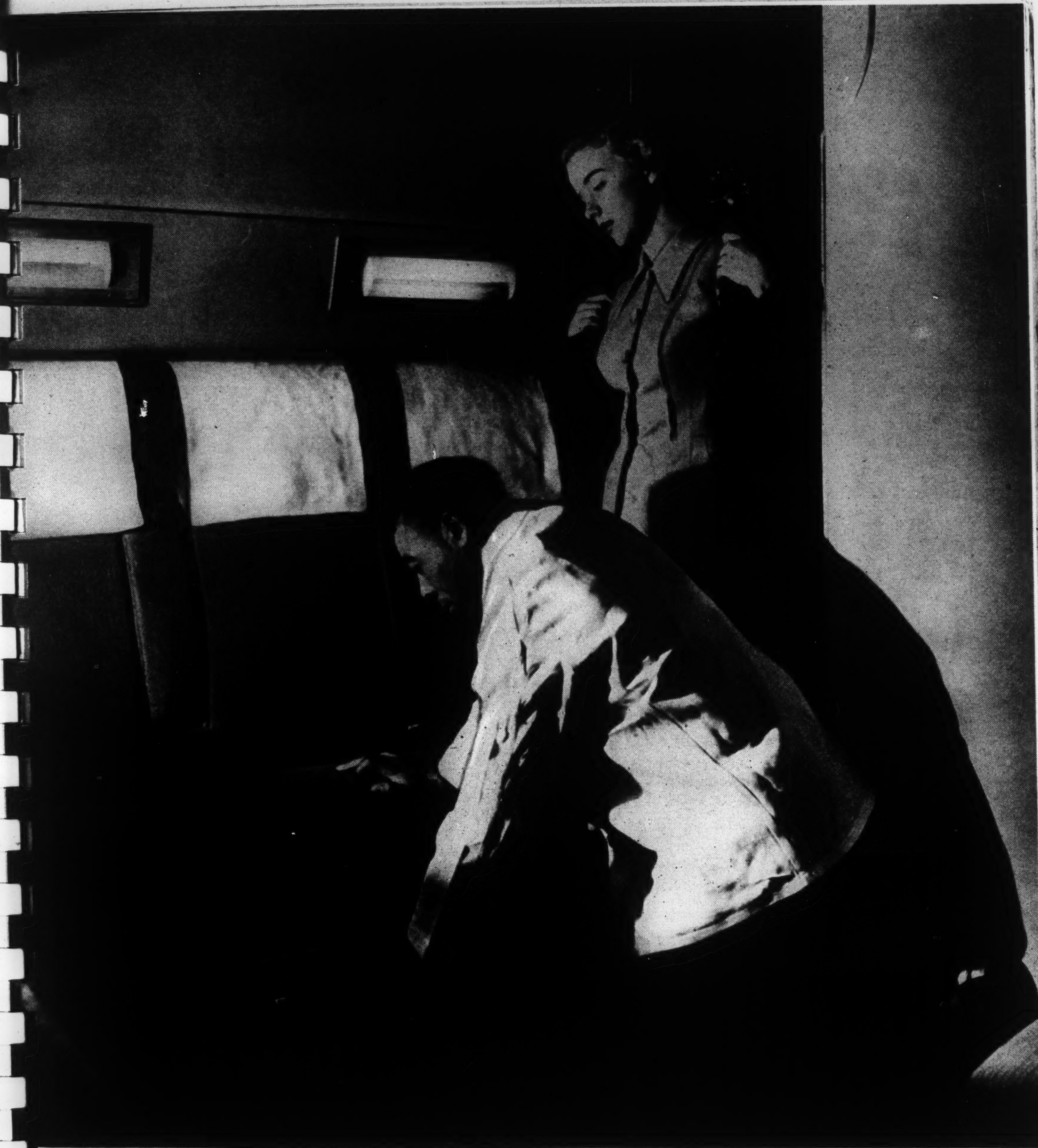


MEMPHIS DIVISION

Standing—left to right: ***B. L. Watson, George McGaughey, J. B. Johnson.*** **Seated—left to right:** ***C. E. Hannah, Charles Cooper, Tom Nesbit, Harry Fletcher.***

LADIES AUXILIARY, MEMPHIS, TENN.

Seated—left to right: ***Ella McGaughey, Louella Watson, Beatrice Borders, Irene Wright, Anna J. Parker.*** **Standing—left to right:** ***Ruth Nesbitt, Minnie Cooper, Fannie Sims, Guilla Johnson, Artie G. Nelson, President; Mamie Taylor.***



The Budd Company developed the 6-and-10 sleeper, a design which has now become practically standard with all car builders. But there's still a basic difference. Regardless of what the cars look like, outside and inside, Budd cars are the only ones in which the structure itself is stainless steel. This makes them the strongest, safest cars on the rails. You can tell when you're in a Budd all-stainless steel car by looking for the Budd name-plate, inside the car, over the end-door.

The Budd Company, Philadelphia 32.

LADIES' AUXILIARY, PHILADELPHIA, PA.

Seated—left to right: *Pollie Billingslea, Mary Morris, Secretary-Treasurer; Lillian Collins, President; Libby Love, Estelle Williams, Recording Secretary.* Standing—left to right: *Edith Simpson, Anna Shaffer, Edith Jones, Lillie Kendrick, Chellie Bernhardt, Myrtle Phillips, Anna Goettie.*

Ladies Auxiliary, Philadelphia, Pa.

In January, 1935, Bro. A. Philip Randolph spoke of having a Ladies' Auxiliary to the BSCP. A group of porters' wives met and called themselves the Eveready Club. Sister Edith Simpson was President, Sister Pollie Billingslea, Vice--President; Sister Anna Taylor, Secretary; Sister Sarah Oliver, Treasurer; and Sister Kane, Chaplain. This group had regular meetings. The latter part of the same year B. F. McLaurin, International Field Organizer, visited us and gave us a new name, the Colored Women's Economic Council.

On June 21, 1939, we became a chartered organization at the Chicago Conference and were named the Ladies Auxiliary to the BSCP. The officers were Sister Lillian Collins, President; Sister Edith Simpson, Vice-President; Sister Sarah Oliver, Secretary-Treasurer. The Auxiliary began to grow. Under the leadership of Sister Collins the membership has grown to a very active number of devoted porters' wives. As the years passed on we have helped our sick brothers and sisters. We have contributed to such causes as the Red Cross, NAACP, the YWCA and the Bethune Cookman College. We have also contributed to the Brotherhood Scholarship Fund to help African students. Last year the ladies made a donation of sheets to the Old Folks Home in Philadelphia. Yearly we promote affairs such as our Annual Drawing and Kiddie Contest. We contributed to the Rural School Committee and the Scholarship Fund.

Only two members have passed away during the 15 years of our Auxiliary. Those two ladies were Sister Mamie Tolbrett and Sister W. Morton.

For eleven years Sister Collins has served untiringly as our President; Sister Libby Love has been our Vice-President for six years; Sister Mary Morris has been our Secretary-Treasurer for nine years and Sister Estelle Williams has been Recording Secretary for ten years. Our Executive Board consists of Sisters Edith Simpson, Anna Shaffer, Lillie Kendrick, Pollie Billingslea, Chellia Bernhardt, Myrtle Phillips and Anna Goettie. The members of the Auditing Committee are Sisters Anna Shaffer, Lillie Kendrick and Parthenia Jones. Sister Myrtle Phillips is our delegate to the 1950 Convention, Sister Collins the alternate.

The Auxiliary is proud of its record and stands ready to do all it can to advance the cause of Negro Labor.

●

Philadelphia Division

The fact that the Liberty Bell gives prestige and fame to Philadelphia and it is widely known as the City of Brotherly love did not cause the Pullman forces there to show any special consideration to the Brotherhood and its leaders or cause the porters to look to the banner of the union with any greater alacrity. The fight to set up a local division was a long and hard one but it was successful.

Today a strong and aggressive local division exists in Philadelphia with able leaders such as B. T. Ford, President; C. N. Walker, Secretary-Treasurer; supported by loyal and devoted members like E. P. Phillips, J. C. Billingslea, L. S. Faulkner, R. J. Jones, M. P. Lomas, E. A. Love, H. F. Starks, J. Tyler, J. M. Ross, to mention only a few.

CONGRATULATIONS TO THE
BROTHERHOOD OF SLEEPING CAR PORTERS
ON 25 YEARS OF PROGRESS

from

UPHOLSTERERS' INTERNATIONAL UNION

of N.A. — A.F. of L.

PHILADELPHIA, PA.

SAL. B. HOFFMANN
INTERNATIONAL PRESIDENT

R. ALVIN ALBARINO
INTERNATIONAL TREASURER

Greetings to a Splendid Union

KNIT GOODS UNION

LOCAL 190 — I.L.G.W.U.

2810 W. BROAD ST. PHILADELPHIA, PA.

Greetings from . . .

THE AMALGAMATED BANK
OF NEW YORK

New York's Labor Bank
Complete Banking Service

11 Union Square West New York 3

Best wishes to A. PHILIP RANDOLPH, ASHLEY L. TOTTEN, BEN F. McLAURIN and other officers and members of the Brotherhood.

JACOB K. JAVITS, M.C.

21st Congressional District, N. Y.
(Columbia University, Manhattanville, Hamilton Grange, Washington Heights, Inwood
and Marble Hill)

Personal Greetings—Philadelphia Division

Mrs. Lillian Collins
Mr. Samuel Collins
Mrs. Mabel Nearn
Rev. John E. Philpot
Miss Bettie Simpson
J. M. Ross
Mrs. Edith Simpson
Mr. Raymon Simpson
J. E. Hall
Mary A. Morris
William Morris
Attorney Herbert R. Cain
Mrs. Marie Davis
Edward A. Love
Mrs. Libbie Love
Mrs. Ruth C. Williams
Hilbert Peay
Mrs. Minnie Ross
William J. Morris
A. B. Stanley
R. J. Boyles
Miss Bevely Ann Hillman
Mrs. Parthenia M. Jones

Personal Greetings—Pittsburgh Division

William Easley
M. H. Henry
R. E. Stevenson
H. P. Tardy

Congratulations:

Philadelphia Joint Board
Waist and Dress Makers' Union, ILGWU

128 NO. 10th STREET PHILADELPHIA, PA.

Good Luck —

TOOKS FUNERAL SUPPLIES

Covered Hardwood and
Metal Caskets

Allene Joyce Tooks, Mgr.

1707 WASHINGTON AVE. PHILA., PA.

Compliments of . . .

THE BLUE SPRUCE

125 W. Roberts Avenue Philadelphia, Pa.
Libby Love, Prop.

Greetings . . .

LONGSHOREMEN'S UNION No. 1291

Philadelphia, Pa.

Success . . .

LOCAL 225
International Ladies' Garment Union
RAY SHORE, District Manager

Hazleton, Pa.

Best Wishes from the

PHILADELPHIA HOTEL AND CLUB EMPLOYEES UNION

Local 568, A. F. of L.

Greetings from —

MUSICIAN'S PROTECTIVE UNION, No. 274, A.F. of M.

JAMES SHORTER, President
HENRY LOWE, Secretary
HERBERT BERRY, Treasurer

Philadelphia, Pa.

Fraternal Greetings . . .

Joint Board
Cloak & Skirt Makers Union

JOSEPH BORMACK, Chairman
SIMON DAVIDSON, Secretary
HARRY DORDICK, Manager

PHILADELPHIA 7, PA.

Greetings from . . .

LLOYD'S MOVING

Local and Long Distance Moving
Day and Night

50th and Haverford Avenue
Philadelphia 39, Pa.

Compliments of . . .

ALLENTOWN LOCAL 111

107 Hamilton Street Allentown, Pa.
Phone 3-7446

Compliments of . . .

LEONARD Z. JOHNSON, M.D.

1528 No. 6th Street Harrisburg, Pa.

Compliments of . . .

MR. & MRS. E. P. PHILLIPS

Philadelphia, Pa.

LADIES' AUXILIARY, PITTSBURGH, PA.

Standing—left to right: ***Marion Sappington Bryant, Ester Reed, Lula B. Evans, Louella Stallworth.*** **Seated—left to right:** ***Ida McNeal, Second Vice-President; Jennie Porter, Estelle H. Blanks, President; Florence Ball-Jones, Secretary-Treasurer; Maud Henry, First Vice-President; Bertha Fulton.***

OFFICERS AND MEMBERS, NORFOLK DIVISION

Seated—left to right: ***L. W. Yarbrough, Chairman of Executive Board; J. E. Waters, Secretary; J. L. Bryant, First Vice-President; J. E. Huntley, President; J. Moffatt, Secretary-Treasurer; S. L. Johnson, Local Field Organizer.*** **Standing—left to right:** ***L. H. Avers, Sentinel; L. E. Freeman, J. L. Fisher, O. A. Lassiter, Field Organizer and Chairman Program Committee; W. M. Mathews, Retired; W. Sharp, Chaplain.***

Norfolk Division

NORFOLK DIVISION 1925-1950. Twenty-five years ago, with the exception of a few years, the porters of the Norfolk district cast their lot, for better or for worse, with a then forming organization known as the Brotherhood of Sleeping Car Porters national in scope with headquarters in New York City. A. Philip Randolph, editor-publisher of a crusading magazine, "The Messenger," and exposing the tactics of the Pullman Company that had kept the porters in a state of involuntary servitude for many years, was chosen as their leader and national president.

Immediately following this, the organization-to-be became the topic for discussion among the high and low. The newspapers and clergymen came out boldly, for a price, of course, and warned the porters that they were being sold down the river for a price, for personal gains by their so-called leader. The Company's coercion and intimidation increased, together with discouragement from within by the "Doubting Thomases," only tending to increase the fear and distrust in the hearts and minds of every porter in the nation. But being kicked around by the haughty bosses and in addition the thought of receiving $150.00 per month instead of the low wage of $67.50 per month, a few porters here decided to stick around and see what it was all about.

We began holding meetings in different homes, for the purpose of organizing ourselves to aid in the great fight ahead, only to be spied upon by some of our own group. The very next day after a meeting, the Pullman Superintendent knew just what was said and done at the meeting and the idea of organizing a Brotherhood local in Norfolk was almost abandoned, due to fear on the part of many, and also infiltration of "Uncle Toms." But there were those stalwart individuals like brothers S. L. Johnson, and J. E. Cooper, the Division's first president and secretary-treasurer, who refused to give up. Men like brothers C. A. McIver, W. M. Mathews, M. Deberry, R. T. Taylor, E. Wells, N. F. White, and S. H. Reese all retired, and others, like brothers J. L. Bryant, W. Sharp, E. Waters, J. E. Huntley, J. Fulton, L. H. Avera, and many others still active, who helped mould the Division into the very fine working unit it is today by carrying the ball when the going was dark and rough.

It was not until 1934 when Congress amended the Railway Labor Act, thereby making it possible for workers all over America to participate in collective bargaining if they chose to do so, without molestation from their employer, that the fear abated and the porters felt and acted like free men in a free country.

Then came the signing of the first contract with the Pullman Company, a dream that came true and made possible by a fearless leader, A. Philip Randolph, and right here we doff our hats. The memorable year, 1935. Now, in 1950, the Norfolk Division, as it is known, is a robust local organization with a near-90 per cent membership, under the fearless leadership of brother J. E. Huntley, its president. The organizing committee, under the supervision of brother O. A. Lassiter, reports progress in the effort to make the Division 100 per cent. Our younger members are being especially mentioned here for their unlimited support of the organization and on whose shoulders rests the responsibility of carrying on long after the older group has gone off the stage of action, and we wish them much success.

Now, last but not least, special mention is being made here with regard to the newly-re-organized Ladies Auxiliary, under the very able leadership of Sisters Amanda Jones, president. Marnishia Lassiter, vice-president, Marie Moffatt, secretary-treasurer, Hattie Watford, chairman executive board. Thelma McKoy, Juanita Huntley, and many others. The Auxiliary is beginning to show signs of becoming one of the most outstanding in the country, according to its size. And we are working hand in hand to accomplish that aim.

Long live the organization, and may we keep uppermost in our minds, that *"A Winner Never Quits, and A Quitter Never Wins."*

Ladies Auxiliary, Norfolk, Va.

In October of 1937, a group of ten women met at the home of Mrs. Lynn Yarborough, in Norfolk, Va., to form the Colored Women's Economic Council to the Brotherhood of Sleeping Car Porters in the Norfolk-Portsmouth area. It was through the efforts of Mrs. Mattie DeBerry and Brother B. F. McLaurin that these women came together and, as a result, it was Mrs. DeBerry that the women chose as president. Other officers were: Sister F. L. Robinson, vice-president; Sister Annie Leake-Murphy, secretary-treasurer; Sister Lynn Yarborough, reporter and Sister Nella Rainey, chaplain.

Sister DeBerry served the Auxiliary well. It was World War II that brought about a change in the Organization. With the war, the attendance and interest began to lag, and about three years ago, meetings stopped completely, despite the efforts of Sister DeBerry to keep the group together.

In February of this year, our International Counselor, Brother Randolph, and our International Field Organizer, B. F. McLaurin, paid the Norfolk Division a visit and requested Brother J. E. Huntley and Mrs. Amanda L. Jones to reorganize the Auxiliary. Later during that month, Mrs. Jones and four other porters' wives met with the men to form the nucleus of a new auxiliary. Officers were elected to serve until the official election in June. The June election resulted in Sisters Amanda L. Jones, president; Ollie Lassiter, vice-president; James Moffatt, secretary-treasurer; Roy Watford, vice-president; J. D. Lamb, R. R. Almond, Robert McCoy and L. H. Anera forming the Executive Board.

In the ensuing seven months, twenty-one women have come into the fold, and, at the June election, the previously elected officers were maintained with the following additions made: Sister Robert Pritchette, recording secretary; Sisters J. E. Huntley and Alfred Haggard added to the Executive Board. Sisters Hampton Johnson, Lenora Portlockand, Miss Alma Bryant elected to the Auditing Committee.

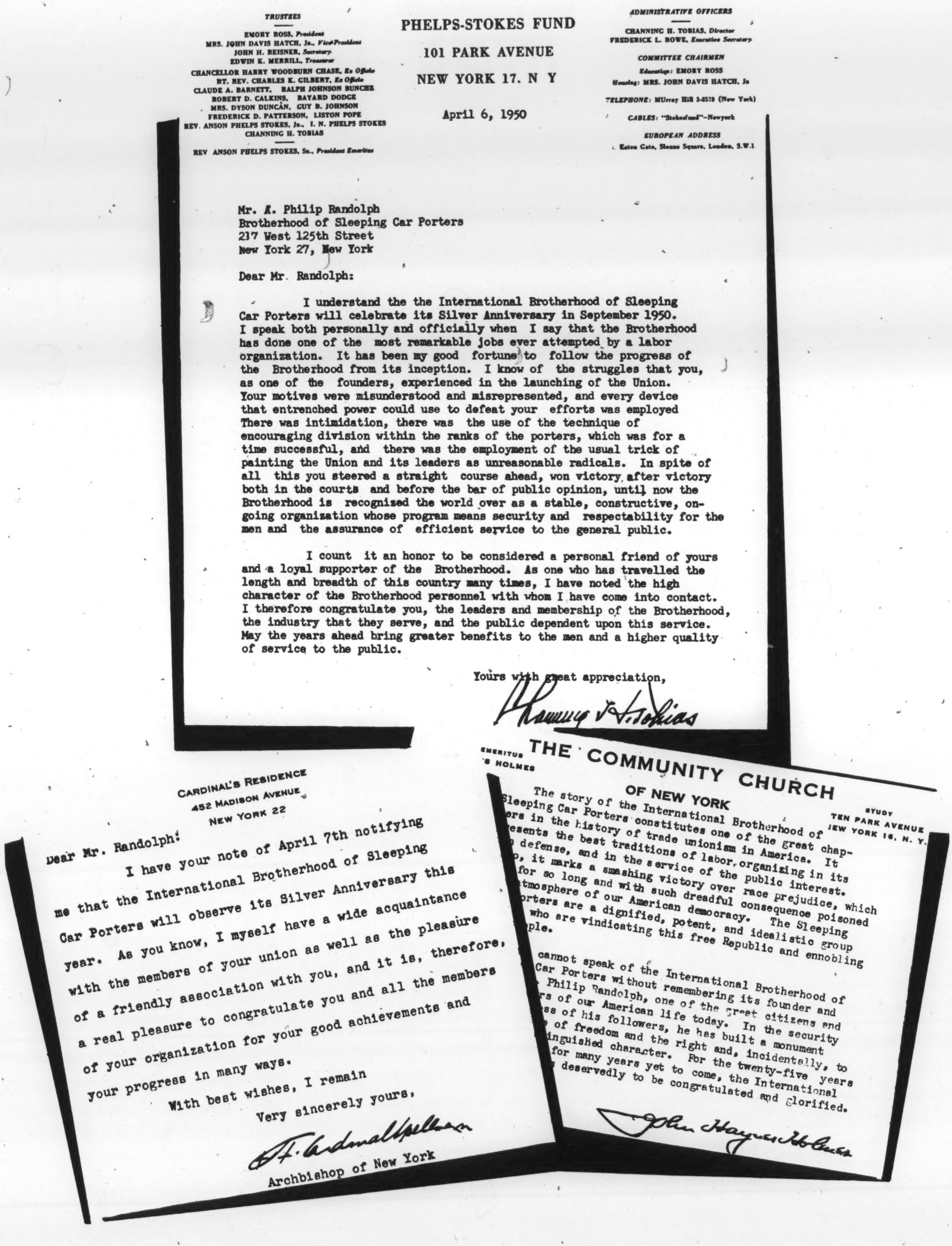
The enthusiasm and interest of the women is greatly encouraging and, with plans of future programs to retain their enthusiasm and interest, the Norfolk Auxiliary lays promise of "holding the fort" for many years to come.

LADIES' AUXILIARY, NORFOLK, VA.

Seated—left to right: *R. H. McKay, J. Moffat, W. G. Jones, O. A. Lassiter, R. L. Watford.* Standing—left to right: *E. Poatlock, S. L. Johnson, J. L. Bryant, J. E. Huntley, R. R. Allmond.*

RICHMOND, VIRGINIA, DIVISION

Back row—left to right: *J. Neville, W. A. Dabney, J. N. Olphin, M. D. Stone, President.* Second row—left to right: *G. F. Brewer, S. L. Fife, Secretary-Treasurer; W. R. Myers, Retired; R. H. Madison.* Front row—left to right: *W. B. McNeill, W. E. Lewis.*



TRUSTEES
EMORY ROSS, *President*
MRS. JOHN DAVIS HATCH, Jr., *Vice-President*
JOHN H. REISNER, *Secretary*
EDWIN K. MERRILL, *Treasurer*
CHANCELLOR HARRY WOODBURN CHASE, *Ex Officio*
RT. REV. CHARLES K. GILBERT, *Ex Officio*
CLAUDE A. BARNETT, RALPH JOHNSON BUNCHE
ROBERT D. CALKINS, BAYARD DODGE
MRS. DYSON DUNCAN, GUY B. JOHNSON
FREDERICK D. PATTERSON, LISTON POPE
REV. ANSON PHELPS STOKES, Jr., I. N. PHELPS STOKES
CHANNING H. TOBIAS
REV ANSON PHELPS STOKES, Sr., *President Emeritus*

PHELPS-STOKES FUND
101 PARK AVENUE
NEW YORK 17. N Y

ADMINISTRATIVE OFFICERS
CHANNING H. TOBIAS, *Director*
FREDERICK L. ROWE, *Executive Secretary*
COMMITTEE CHAIRMEN
Education: EMORY ROSS
Housing: MRS. JOHN DAVIS HATCH, Jr
TELEPHONE: MUrray Hill 3-8578 (New York)
CABLES: "Stokesfund"–Newyork
EUROPEAN ADDRESS
1. Eaton Gate, Sloane Square, London, S.W.1

April 6, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

I understand the the International Brotherhood of Sleeping Car Porters will celebrate its Silver Anniversary in September 1950. I speak both personally and officially when I say that the Brotherhood has done one of the most remarkable jobs ever attempted by a labor organization. It has been my good fortune to follow the progress of the Brotherhood from its inception. I know of the struggles that you, as one of the founders, experienced in the launching of the Union. Your motives were misunderstood and misrepresented, and every device that entrenched power could use to defeat your efforts was employed There was intimidation, there was the use of the technique of encouraging division within the ranks of the porters, which was for a time successful, and there was the employment of the usual trick of painting the Union and its leaders as unreasonable radicals. In spite of all this you steered a straight course ahead, won victory after victory both in the courts and before the bar of public opinion, until now the Brotherhood is recognized the world over as a stable, constructive, ongoing organization whose program means security and respectability for the men and the assurance of efficient service to the general public.

I count it an honor to be considered a personal friend of yours and a loyal supporter of the Brotherhood. As one who has travelled the length and breadth of this country many times, I have noted the high character of the Brotherhood personnel with whom I have come into contact. I therefore congratulate you, the leaders and membership of the Brotherhood, the industry that they serve, and the public dependent upon this service. May the years ahead bring greater benefits to the men and a higher quality of service to the public.

Yours with great appreciation,

Channing H. Tobias

CARDINAL'S RESIDENCE
452 MADISON AVENUE
NEW YORK 22

Dear Mr. Randolph:

I have your note of April 7th notifying me that the International Brotherhood of Sleeping Car Porters will observe its Silver Anniversary this year. As you know, I myself have a wide acquaintance with the members of your union as well as the pleasure of a friendly association with you, and it is, therefore, a real pleasure to congratulate you and all the members of your organization for your good achievements and your progress in many ways.

With best wishes, I remain

Very sincerely yours,

F. Cardinal Spellman
Archbishop of New York

EMERITUS
'S HOLMES

THE COMMUNITY CHURCH
OF NEW YORK

STUDY
TEN PARK AVENUE
IEW YORK 16, N. Y.

The story of the International Brotherhood of
Sleeping Car Porters constitutes one of the great chap-
ers in the history of trade unionism in America. It
esents the best traditions of labor, organizing in its
n defense, and in the service of the public interest.
p, it marks a smashing victory over race prejudice, which
for so long and with such dreadful consequence poisoned
tmosphere of our American democracy. The Sleeping
orters are a dignified, potent, and idealistic group
who are vindicating this free Republic and ennobling
ple.

cannot speak of the International Brotherhood of
Car Porters without remembering its founder and
Philip Randolph, one of the great citizens and
rs of our American life today. In the security
ss of his followers, he has built a monument
of freedom and the right and, incidentally, to
inguished character. For the twenty-five years
for many years yet to come, the International
deservedly to be congratulated and glorified.

John Haynes Holmes

Spokane, Washington

The Spokane Division is among the smallest. Most of these years we had less than fifteen men on the roster. Spokane had some strong men, such as J. J. Johnson, J. W. Strong and St. Clair Orr, who were always dependable. J. J. Johnson has been President for many years and N. A. Newton, a very good man, is now Secretary-Treasurer.

Portland, Oregon

The Portland Division maintains one of the highest percentages of membership as well as one of the highest percentages of dues-paying members of any of our divisions. Throughout the years Portland was no doubt the strongest of the small divisions. Brother Kelly Foster directed the destinies of the local for many years. He is still interested in the Brotherhood's welfare and is ever ready with advice or assistance when the men call upon him.

Brothers Anthony Smith and D. W. Schropshire have just completed two terms as President and Secretary-Treasurer respectively. Officers just elected are Eddie Butler, President; E. O. Johns, Vice-President; and J. D. Leftridge, Secretary-Treasurer. The local meets the first and second and the sixteenth and seventeenth of each month at the Portland Division Headquarters, 2504 North Williams Avenue.

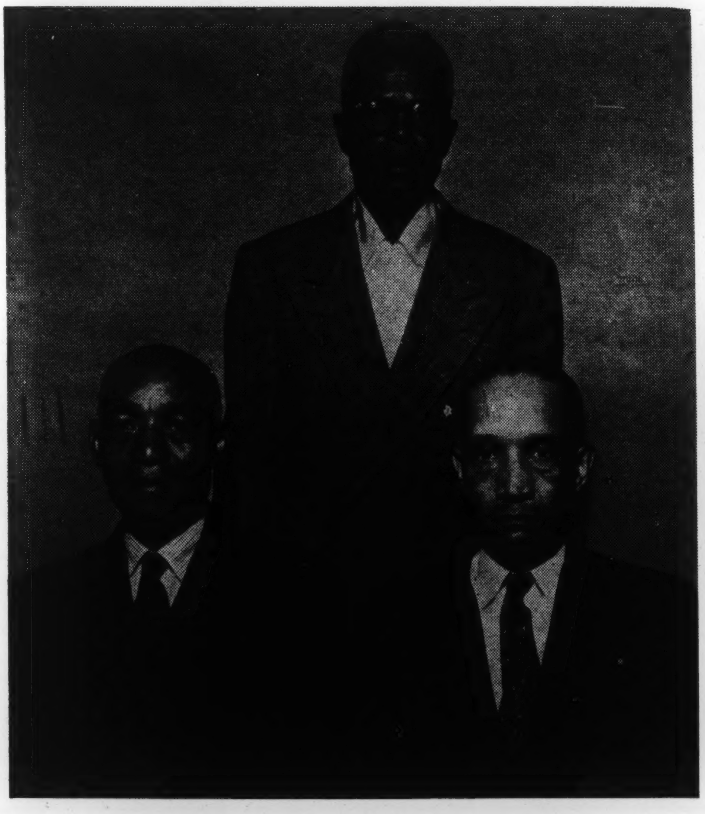
Salt Lake City Division

Salt Lake City is a division of 30 men which maintains a good percentage of dues-paying brothers. There aren't many "old timers" left in Salt Lake. J. R. Oliver is probably the oldest dues-paying member left. There are many good men here, such as C. L. Beridon, O. Oliver, F. L. Parker, President O. Warren and Secretary-Treasurer William Gregory.

Seattle, Washington

Seattle Division had two men, Brothers F. K. Lily and S. L. Billings, who never stopped paying dues; even when there was no one there locally to accept it, they mailed it in. Among the Brotherhood's strongest families were the L. Holmes', J. J. Seeleys', T. O. Rileys' and the S. T. L. Waters'.

The election came about in 1935 and there wasn't a man in Seattle who would represent the protective association. Every man in Seattle voted for the Brotherhood, the only district in the service with a 100 per cent vote.



OFFICERS AND EXECUTIVE BOARD
SEATTLE, WASH., DIVISION

Seated—left to right: *E. A. Hall, L. L. Lewis, Secretary-Treasurer.* Standing: *J. O. Riley.*

OFFICERS AND EXECUTIVE BOARD
SEATTLE, WASH., DIVISION

Seated—left to right: O. Hill, *President;* S. H. Grant, *Vice-President.* Standing—left to right: C. W. Jones, R. C. Ridge.

Greetings . . .

BRICKLAYERS' PROTECTIVE
ASS'N B. M. & P. U. No. 1, Utah

Compliments of . . .

SALT LAKE FEDERATION
OF LABOR

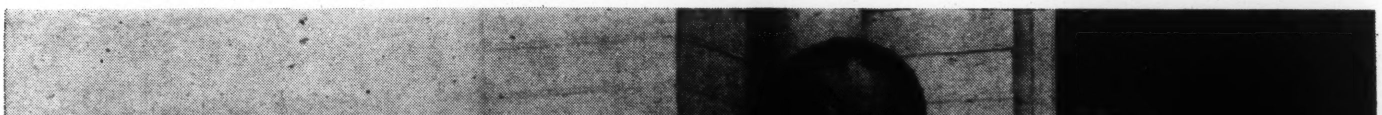
Compliments of . . .

TUCSON
CENTRAL TRADES COUNCIL

Tucson, Arizona

LADIES' AUXILIARY, SEATTLE, WASH.

Seated—left to right: *Armeta Hearst, President; Margret Burrell, Vice-President; Amanda Riley, Secretary-Treasurer; Matilda Grant, Chaplain.* Standing—left to right: Bernice Hall, *Addie Booth,* Elizabeth Jones, Lena Ridge. *Carrie Lewis not in picture.*



SALT LAKE CITY DIVISION EXECUTIVE BOARD

Back row—left to right: *J. R. Oliver, F. T. Parker, Chairman of Board;* William Geter. Front row—left to right: O. Warren, *President; William Gregory, Secretary-Treasurer.*

LOS ANGELES, CALIF., TWENTY-FIVE YEAR MEN

Left to right: William Thedford, William Glenn, J. Lee No. 1.

Texas & Pacific Train Porters

Train Porters Local No. 2 was organized and became affiliated with the Brotherhood of Sleeping Car Porters June 1, 1940. But before that time the porters on the Texas & Pacific Railway attempted organization as far back as 1915.

In May, 1919, they were set up as a national organization known as "The Protective Order of Railroad Trainmen in America." Lewis W. Fairchild was national president, a train porter on the Missouri-Pacific Railway. But we never became national in scope.

On the 16th of May, 1938, we were granted a Federal charter in the American Federation of Labor as Train Porters Local No. 21630. We did not seem to do as well as we thought we should. So on June 1, 1940, we joined the Brotherhood of Sleeping Car Porters as Train Porters Local No. 2. With this affiliation we believe we have at last found the right union. Progress has been steady.

Our first general chairman was the late G. T. Upshaw. Following him were Brothers D. C. Lacy, Richard Bennett and Perry Hollins now serving as general chairman.

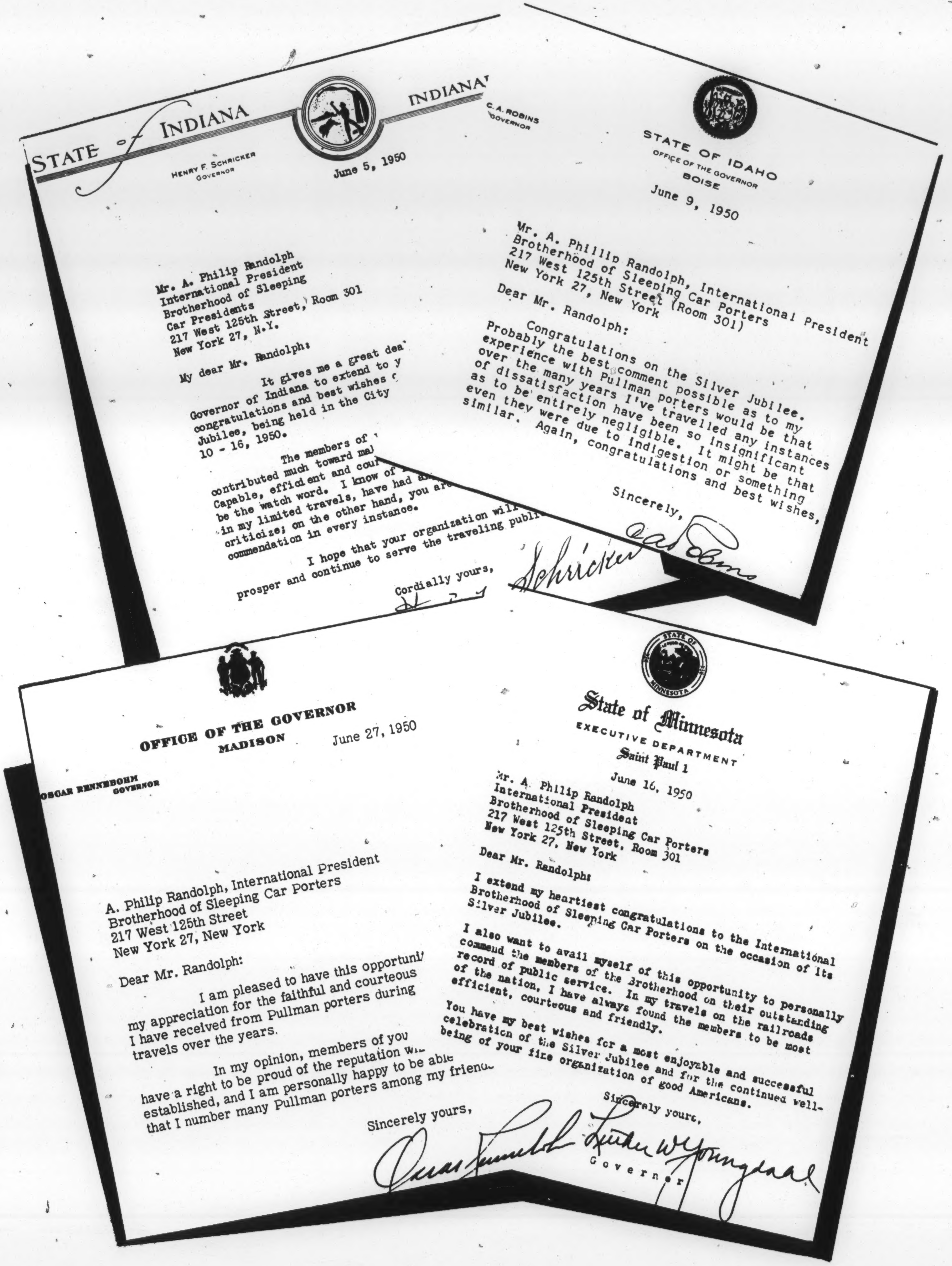
Denison Division

We were taken over by the Brotherhood of Sleeping Car Porters the third quarter of 1939. My first report was submitted July 5, 1939. Our first officers were as follows: Mr. Del McKinney, president; Mr. A. F. Walker, secretary-treasurer.

We were set up by Brother T. D. McNeal with a membership of 39 Katy porters and 10 Southern Pacific train porters, a total of 49 men. Early in 1940 the Southern Pacific porters pulled out. During the years of World War II our Katy membership arose to about 55 men and when the war ended our membership dropped to about 45 men.

We were filed on by the B. of R. T. April 5, 1946, and the Brotherhood immediately came to our rescue. It has been a hard and long fight for some of the porters, especially those who have stayed close to the cross. Death has claimed some of the porters and 11 have left by retirement.

The Brotherhood was instrumental in increasing our pay from $125 per month to $280 per month. Also a number of other changes in working conditions of importance, including two weeks vacation with pay in addition to the recent benefit with regards to train porters' uniforms.



STATE of INDIANA

HENRY F. SCHRICKER
GOVERNOR

June 5, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping
Car Presidents
217 West 125th Street, Room 301
New York 27, N.Y.

My dear Mr. Randolph:

It gives me a great dea
Governor of Indiana to extend to y
congratulations and best wishes
Jubilee, being held in the City
10 - 16, 1950.

The members of
contributed much toward ma
Capable, efficient and cou
be the watch word. I know of
in my limited travels, have had a
criticize; on the other hand, you ar
commendation in every instance.

I hope that your organization wil
prosper and continue to serve the traveling pub

Cordially yours,

Schricker

C. A. ROBINS
GOVERNOR

STATE OF IDAHO
OFFICE OF THE GOVERNOR
BOISE

June 9, 1950

Mr. A. Phillip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York

Dear Mr. Randolph:

Congratulations on the Silver Jubilee. Probably the best comment possible as to my experience with Pullman porters would be that over the many years I've travelled any instances of dissatisfaction have been so insignificant as to be entirely negligible. It might be that even they were due to indigestion or something similar. Again, congratulations and best wishes,

Sincerely,

C A Robins

OFFICE OF THE GOVERNOR
MADISON

June 27, 1950

OSCAR RENNEBOHM
GOVERNOR

A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

I am pleased to have this opportuni
my appreciation for the faithful and courteous
I have received from Pullman porters during
travels over the years.

In my opinion, members of you
have a right to be proud of the reputation w
established, and I am personally happy to be able
that I number many Pullman porters among my friend

Sincerely yours,

Oscar Rennebohm

State of Minnesota
EXECUTIVE DEPARTMENT
Saint Paul 1

June 16, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

I extend my heartiest congratulations to the International Brotherhood of Sleeping Car Porters on the occasion of its Silver Jubilee.

I also want to avail myself of this opportunity to personally commend the members of the Brotherhood on their outstanding record of public service. In my travels on the railroads of the nation, I have always found the members to be most efficient, courteous and friendly.

You have my best wishes for a most enjoyable and successful celebration of the Silver Jubilee and for the continued well-being of your fine organization of good Americans.

Sincerely yours,

Luther W. Youngdahl
Governor

UNION PACIFIC SYSTEM

Officers of the Union Pacific System Local conferring with First International Vice-President M. P. Webster at Conference held in Denver, Colo. Left to right: Cass Black, Portland, Ore; Sidney Burnett, President, Omaha, Neb.; First International Vice-President M. P. Webster; Gloyd M. Mitchell, Denver, Colo.; T. S. Phillips, Secretary-Treasurer, Omaha, Neb.

History of the Union Pacific Division

SHORTLY after the Brotherhood of Sleeping Car Porters was given jurisdiction over the Chair Car Attendants and Train Porters by the American Federation of Labor, some 10 or 12 years ago, contact was made with the Union Pacific Chair Car Attendants whose headquarters was in Omaha, Nebraska. Among the men we contacted at that time were the present secretary-treasurer, T. S. Phillips, familiarly referred by his brothers in Omaha as "Bus."

A number of meetings were held with these men, as early as 10 years ago, some of the men felt that they should build a strong division in the Brotherhood of Sleeping Car Porters. There was some difference of opinion, however, and when our first $10 tax was levied, objection was raised to paying the tax, and many of the men dropped out of the Organization. But largely due to the efforts of Brother Phillips, later efforts were made to organize the Union Pacific men and finally sufficient authorization cards were signed to justify our going to the National Mediation Board, after which an election was held and the Brotherhood was overwhelmingly victorious.

Even after the election was won there was serious difficulty in convincing the rank and file of the Union Pacific Chair Car Attendants that they would have advantages as paid-up members of the Brotherhood. However, in the early fall of 1946 agreement negotiations were entered into by the Brotherhood with the Union Pacific Railroad Company for a contract between the Chair Car Attendants and the Union Pacific Railroad. This helped our membership. Effective October 16, 1946, a contract covering the wages and working conditions for our men was signed by International President A. Philip Randolph of the Brotherhood of Sleeping Car Porters and four General Managers of the Union Pacific Railroad Company for the railroad carrier. The contract for the Union Pacific Chair Car Attendants is one of the best that has ever been written. Since it has gone into effect, it has been used as a pattern to write and revise contracts for chair car attendants throughout the nation.

Under the direction of First International Vice-President M. P. Webster with the able assistance of Brothers Sidney Burnett, T. S. Phillips, both of Omaha, Nebraska; Cass Black of Portland, Oregon; R. D. Blackmon of Los Angeles, California; W. O. Green of Cheyenne, Wyoming, and later Charles F. Woods of Pocatello, Idaho, a conference was held in Denver, Colorado, where plans were perfected for the setting up of a Local Division on the Union Pacific Railroad. Several months later, the Division was set up. The Local was organized on the System so that a more effective job could be done, and presently a large majority of the Union Pacific Chair Car Atendants are members in good standing of the Organization. Many revolutionary changes have taken place in the relationship of this group and their employer since the Brotherhood obtained a contract, and the Union Pacific Chair Car Attend-

Union Pacific Division—*Continued*

ants are loud in their praises of the Brotherhood for other unselfish support.

The following men are the officers of the Union Pacific System Division: Sidney Burnett, Omaha, Nebraska—President; Robert D. Blackmon, Los Angeles, Calif.—1st Vice-President; Cass Black, Portland, Oregon—2nd Vice-President; T. S. Phillips, Omaha, Nebraska—Secretary-Treasurer.

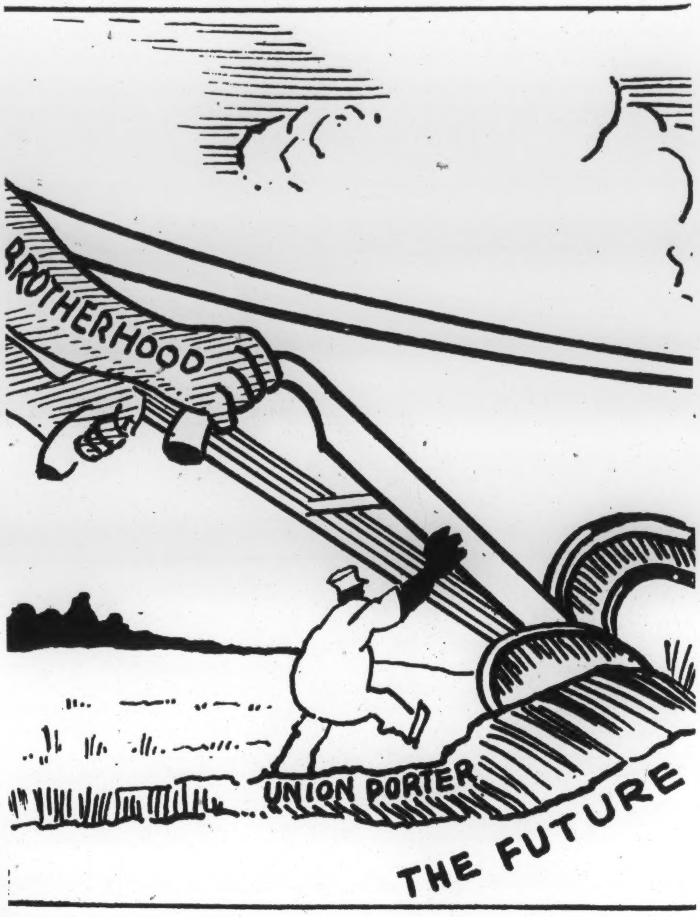
The following men are members of the Union Pacific Division Executive Board: B. F. Austin—Omaha, Nebraska; Andrew Woods—Omaha, Nebraska; G. M. Mitchell—Denver, Colorado; John Jones—Cheyenne, Wyoming; David Rainwater—Los Angeles, California; Hughes Mitchell—Omaha, Nebraska; Cass Black—Portland, Oregon; Andrew Gay—Portland, Oregon; Odee Johnson—Portland, Oregon.

* * *

VANCOUVER B. C., CANADA, LADIES AUXILIARY

Standing—left to right: *Sisters Field, Delegate; V. McFadden, President; Carothers, Chaplain.* ***Seated—left to right:*** *Sisters H. Ramsey, Reporter; L. Washington, Treasurer*

ALL TOGETHER



Let's Make It a Good Harvest

* * *

BANQUET FOR RETIRED PORTERS
WASHINGTON, D. C.

FORT WORTH, TEXAS, DIVISION

Left to right: Brothers R. Grace, Vice-President and Chairman of Grievance Committee; H. Toliver, Chaplain, Grievance Committee; A. Green, Secretary-Treasurer; W. L. Thomas, President.

Fort Worth Division

The Brotherhood of Sleeping Car Porters Local 8089 was organized June 20, 1929, under federal charter.

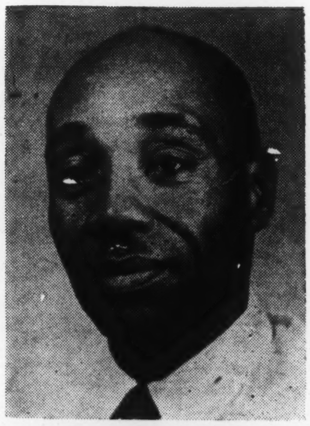
On that day a meeting was called at the Labor Temple to receive the Charter and take the obligations. There were nine (9) men who took the obligation in this meeting, namely, Brothers L. Tatum, D. James, H. Shepherd, G. C. Houston, N. L. Shaw, R. McGowen, F. R. Hammond and Lonnie Hampton.

The following officers were elected: Brothers L. Tatum, President, M. Redmon, Vice--President and Lonnie Hampton, Secretary--Treasurer. Brother Hampton was the first delegate to attend the International Convention in Chicago, Ill., September 15, 1939. Under his supervision the organization was held together until we secured our contract. Shortly after that time, Brother E. J. Bradley sent Brother T. D. McNeal here to complete our set-up and reorganize. The appointed officers were as follows: Brothers S. Graham, President; M. Redmon, Vice-President; Lonnie Hampton, Secretary-Treasurer. They held their respective places until the general election. After that much was accomplished. This aroused the interest of the Porters, and our membership was rapidly increased.

Brother F. Ragsdale faithfully served as President of this Local until September, 1948. He was a very capable leader.

Brother W. L. Thomas, our present President, has served us for the past two years, and we are making rapid progress with his very splendid leadership.

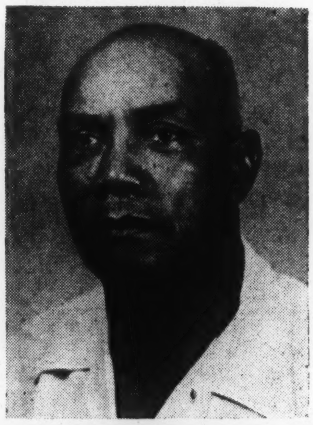
Dallas Division



William Washington
Train-Brakeman Porter
Local 9
San Antonio, Texas

We, the members of the Dallas Division, have come through a long struggle of hardships. When men thought that the Brotherhood could not do them any good, we were giving support unheralded and unsung. We now realize that the Brotherhood is our second emancipation. The Dallas Division is standing as a gigantic oak in the forest of humanity and as a beaten anvil to a stroke. We realize to be a Brotherhood man you must unbosom freely, advise justly, assist readily, adventure boldly, take all patiently, defend courageously and continue to be a Brotherhood man unchangeable. Because we feel that the State of the Brotherhood is good, the heart of the Brotherhood is sound, the spirit of the Brotherhood is strong, our faith in the Brotherhood is eternal.

The Dallas Division gladly recommends 92 men on the roster. And we mailed out 77 ballots, 4 to retired men who were in good standing when they left the service.



William Fields
Train-Brakeman Porter
Local No. 9
San Antonio, Texas

NEW ORLEANS, LA., DIVISION

Seated—left to right: *D. Weston, Board Member; G. C. Garran, President; Lula M. Lester, Stenographer; J. P. Davis, First Vice-President; C. M. Lester, Secretary-Treasurer.* Standing— left to right: *V. O. Duncan, Board and Grievance Committee Member; P. Gaudin, C. H. Peete, Board Member.*

New Orleans Division

Down in New Orleans on the banks of the Mississippi River is one of the outstanding divisions of the Brotherhood, where more than 300 Pullman porters work and live. The porters in New Orleans worked under one of the hardest taskmasters in the nation.

In 1925, when the Brotherhood of Sleeping Car Porters was born, only a few men had the courage to join. It was not until 1935 that New Orleans was organized, with just a few men like John Donaldson, Dennis Weston, H. L. Verret, A. N. Butler and a few others who kept the Brotherhood banner waving.

In 1937, when the first contract was signed between the Pullman Company and the Brotherhood, our division began to grow. W. E. Campbell, then Secretary-Treasurer, and W. W. Copelin, President, were doing a fair job building the Division.

It was not until 1940, when G. C. Garran, now a member of the International Executive Board, was appointed President by our International President to carry out the unexpired term of Copelin, did the Division make a showing. Garran did a good job under the circumstances, but it was not until August, 1941, that the Division really began to grow, when C. M. Lester was appointed to take the place of Campbell. With Garran and Lester teaming up together and working side by side to build the Division from the tenth position to the third largest financial group.

Today the division is not as strong as it was during the wartime period but we still have one of the best run Division's offices anythere. Both Garran and Lester were re-elected for the fifth straight time.

We are grateful to our membership who helped us to do the job. Without men like R. H. Ellis, O. LeBlanc, Jesse Johnson, Dennis Weston, Henry Dorsey, C. J. Hill, William Broodus and H. L. Verret, who stood by the Division in the dark days, we couldn't have succeeded.

We are grateful to our International President and all the other International Officials who made the sacrifice that Pullman porters would have a day of FREEDOM, PEACE AND PLENTY.

DU. 4548
Best Luck . . .
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FEDERAL LABOR UNION 22454
A. F. of L.
C. P. Babin, Secretary-Treasurer
4421 Iberville Street New Orleans 19, La.

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Compliments of . . .
LEE'S FLOWER SHOP
928 You Street, N.W. Washington, D.C.

NEW ORLEANS LADIES' AUXILIARY

Sitting—left to right: M. Broodus, Executive Board Member; Susanna D. Lester, President; Carrie Snype, Secretary-Treasurer; H. L. Verret, Board Member. Standing—left to right: R. Rembert, R. LeBlanc, T. Willis, R. Williams, B. Gaudin and Mary Green.

Ladies Auxiliary, New Orleans, La.

Several attempts were made before the Ladies' Auxiliary organized in New Orleans but each time unsuccessful, until the Brotherhood secured a contract with Pullman.

In April of 1938, however, a group of porters' wives met and organized a Ladies' Auxiliary with Sister A. W. Williams, president; Sister S. D. Lester, secretary; and Sister A. Pharr, treasurer, the last two named offices were later combined.

For sometime interest was quite high and it seemed as though we would have an Auxiliary commensurate with the local Brotherhood. While our Auxiliary meets its financial obligations it does not measure up numerically. Under the leadership of its present officers Sister S. D. Lester, president; Sister C. J. Snype, secretary-treasurer; Sister B. Verret, recording secretary. The Auxiliary is striving to awaken the wives and relatives of the porters that they may become more labor conscious and more interested in the labor movement, and thereby helping to preserve the instrument that has contributed so much to our welfare.

Since organizing, we have lost three of our members by death, but a number of wives of furloughed men are pitching in and helping to carry the load.

We have been rather successful in all our money raising affairs and have been able to send a delegate to each convention as well as contribute to the National Program.

We hope to build a larger and better Auxiliary.

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C. Henry, Treasurer
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GEDDES-RICHARDS FUNERAL HOME
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General Longshore Workers
International Longshoremen's Association
Local 1419
D. A. Dennis, Pres. J. M. Severan, Sec'y.

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Best Wisher to The Brotherhood
of Sleeping Car Porters for a
Successful Convention.
COURT BEAUTY SHOPPE
Olla Bell Rattliff, Prop.
2316 SONIAT ST. NEW ORLEANS 15, LA.

OFFICERS AND BOARD MEMBERS TEXAS AND NEW ORLEANS TRAIN PORTERS LOCAL NO. 12

Seated—left to right: Barney Brown, San Antonio Division; Jesse Williams, Houston Division; Clyde Lewis, San Antonio Division; G. J. Gesse, Houston Division; Willie Lucas, Ennis Division. Standing—left to right: Wilmer Westbrooks, Houston Division; Ed Williams, Ennis Division; R. E. Lee, El Paso Division.

Personal Greetings
New Orleans Division

W. P. Alamo
M. A. Asperin
F. Banks
Robert Bell
W. G. Bounthon
William Broodus
John Coston
L. Crier
H. Curry
J. P. Davis
William Davis
H. Dorsey
W. C. Eaton
R. H. Ellis
George Fisher
G. C. Garran
P. Gaudin
Robert Gordon
Peter Gould
Archille Green
S. O. Griffin
H. Henton
C. J. Hill
O. Hollins
P. A. Henderson
J. J. Johnson
W. J. Johnson
A. L. Jones
Joseph King
A. J. Lawrence
I. Lawson
C. M. Lester
J. T. Lowe
C. H. Pette
J. G. Roane
A. A. Simon
B. H. Snype
E. L. Stanley
H. L. Verret
I. E. Weber
D. Weston
P. B. Williams
R. B. Williams

Personal Greetings
New York Division

Miss Annie L. Rush

Personal Greetings
Meridian, Miss.

Ernest Woodson
James Hawking

Personal Greetings
Memphis Division

C. Alston
L. J. Bryant
A. Cole
C. Cooper
H. Fletcher
C. Flowers
E. Ford
Tom Frank
F. D. Givens
C. E. Hatcher
G. L. Holloway, Sr.
E. Hunter
J. B. Johnson
I. Jones, Sr.
James Parker
P. Joyner
G. W. McGaughey
T. Nesbit
D. Netter
R. C. Partee
H. F. Patton
A. Porter
C. F. Reaves
William Smith
W. F. Taylor
D. Tillman
H. Woods
R. C. Wright
L. Goodloe
F. S. Newman

Personal Greetings
Louisville Division

W. H. Alexander
R. E. Grundy
C. H. Hendricks
Mrs. Katherine McMillan
J. Ridley
R. L. Reynolds

Personal Greetings
Shreveport Division

Mr. and Mrs. Wm. Brown
H. H. Dunkins
Mr. and Mrs. E. A. Bryant
Richard Watson

Personal Greetings
Wisconsin

Mr. and Mrs. Emile M. O'Bee

OMAHA, NEB., DIVISION

Front row—left to right: C. R. Willis, W. R. Johnson and Zell Bradley, members of the Executive Board; George W. Althouse, President; Taylor Murrell, Secretary-Treasurer and S. W. Towles, member of the Board. Middle row—left to right: Members Jerry Simpson, Bailey Sims, W. W. Sims, Greene Bradely, Wade Green and N. H. Comans. Back row— left to right: Willie Rogers, Curtis Kirtley, J. C. Jones, J. P. Herron, W. J. Allen and L. S. England.

Omaha Division

The message of the Brotherhood of Sleeping Car Porters was first brought to Omaha in October, 1925, by Brother A. Philip Randolph and Brother Ashley L. Totten. While the activities in Omaha prior to the recognition of the Brotherhood were not as enthusiastic as we would have liked them to have been, yet there was always a faithful few who continued to support the organization. Even in the dark days of the depression, the work among the Omaha men, before the Brotherhood was recognized, was considerably effective, and was accomplished through what we call the underground method.

Several of the Brothers who led the drive to organize porters in the Omaha Division were discharged, among whom were our present Second International Vice-President Bennie Smith, Brother D. H. Booth, and Brother Taylor Murrel, our present Local Secretary-Treasurer in Omaha. These men were discharged because they protested a certain PPBA election. After 14 years of being out of the service, Brother Taylor Murrell was reinstated at the instance of the Brotherhood of Sleeping Car Porters and was given all his seniority.

During the years of Brotherhood recognition, many claims and grievances have been adjusted by the Brotherhood in favor of its members. One of the outstanding cases that affected the Brotherhood men was the case of Brother L. W. Robinson, who was put off a train in Wyoming out in the "sticks." When he returned to his home district, charges were preferred against him and he was dismissed from the service. The Brotherhood took the case beyond the management to the National Railroad Adjustment Board, and he was ordered reinstated with back pay for the time he had been out of the service. He was returned to his job, got his pay for time lost, and kept his seniority. There were 8 men who were discharged on or about the same time that Robinson was discharged, and the only men who got back into the service were the men who belonged to the Brotherhood, L. W. Robinson of Omaha and E. D. Moten of Kansas City, Missouri.

The Brotherhood of Sleeping Car Porters is an active organization in the City of Omaha and it participates in all worthwhile events. The social affairs of the Brotherhood of Sleeping Car Porters are among the best attended activities in Omaha. The following men are presently officers of the Omaha Division:

President	George W. Althouse
First Vice-President	J. McDaniel
Second Vice-President	William Beasley
Secretary-Treasurer	Taylor Murrell
Members of the Executive Board	J. McDaniel
L. L. Washington	S. W. Towles
A. Bradley	W. R. Johnson

The Brotherhood of Sleeping Car Porters has a permanent headquarters in Omaha, Nebraska, at 2124 North 24th Street.

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OKLAHOMA CITY, OKLA., DIVISION

1. D. J. Payne, President.
2. B. S. Mattison, Vice-President.
3. A. Stewart, Secretary-Treasurer.
4. C. Taylor, Chairman of Executie Board and Member of Auditing Committee.
5. W. W. Jones, Member of Executive Board and of Auditing Committee.
7. J. H. Harris, Member of Executive Board and Chairman of Social Committee.
6. C. B. Bailey, Member of Social Committee.
12. C. W. Boone, Member of Social Committee.
16. E. Jackson, Member of Social Committee.
13. J. R. Fuller, Chairman of Sick Committee.
9. J. H. Jones, Member of Sick Committee.
8. H. G. White, Member of Sick Committee.
11. C. E. Bell, Chairman of Auditing Committee.
10. W. H. Brewer, Member of Executive Board.
14. I. Kimbro, Member.
15. W. Irvin, Member.

Oklahoma City Division

The Oklahoma City Division was organized and granted a charter September 7, 1939. The Division organization immediately became active and joined the State Federation of Labor.

The Division participated in community activities such as Red Cross work, Community Chest drives, FEPC activities (for which it raised $1500), to aid the cause, took an active part in the NAACP, YMCA work, as well as aided in the organizational work of the Urban League.

There are monthly meetings which are held at the community center where topics of interest to our members are discussed. Our membership consists of all the operating porters in the district, but we have the usual problem of keeping them in good standing.

Whenever we anticipate a visit from our international officers we look forward to it with great happiness for we know how untiringly they serve our membership. We shall continue to move forward under the able leadership of our officers, C. J. Payne, President, and A. Stewart, Secretary-Treasurer.

Under the direction of Abe Stewart, able Secretary-Treasurer of the Oklahoma City Division, the group, although small in number, has made itself felt in the community, and in line with the Brotherhood's labor education policy, it has staged some of the largest public meetings ever held in Oklahoma City.

Tucson Division

The Tucson Division is a Southern Pacific Chair Car Porter Division and was among the first organized when the Brotherhood went out to organize the Southern Pacific. E. A. Woods, Local Representative, is one of the best grievance men we have. Tucson maintains an exceptionally high percentage of dues--paying men.

LADIES' AUXILIARY, OKLAHOMA CITY, OKLAHOMA

Seated—left to right: Cora Stewart, President; Charity Bailey, Vice-President; Eula Payne, Secretary-Treasurer; Zelderbelle Jackson, Recording Secretary. Standing—left to right: Ruth People, Beatrice Jones, Daisy Simmons, Myrtle Tannahill, Elizabeth White, Nellie Price, Agnes Taylor.

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LOCAL 332

●

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BROTHERHOOD OF SLEEPING CAR PORTERS
on its Twenty-fifth Anniversary
Celebration

B. T. FORD, *President*
C. N. WALKER, *Sec.-Treas.*
Philadelphia, Pa.

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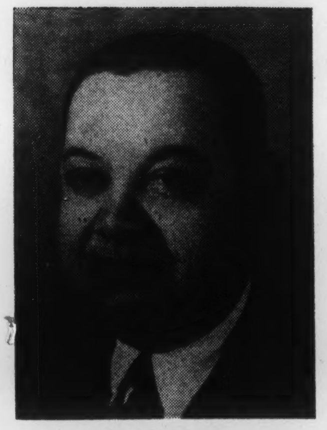
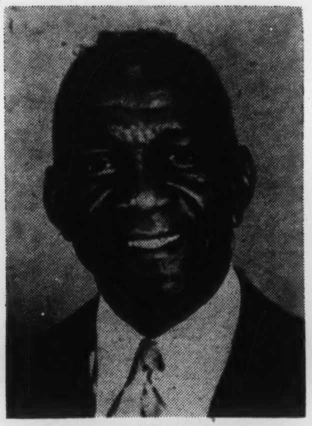
252 West 125th Street New York City

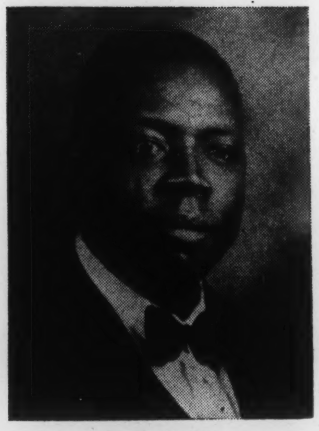
P. A. Smith, President
Little Rock, Ark.
Division



J. C. Gray
Secretary-Treasurer
Little Rock, Ark.
Division



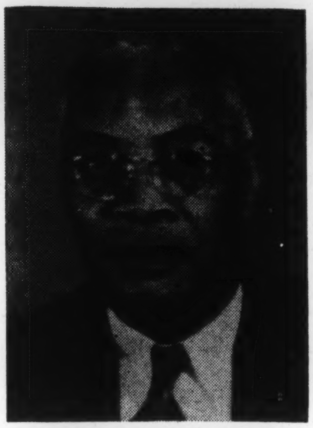
J. E. Jackson
First Vice-President
Little Rock, Ark.
Division



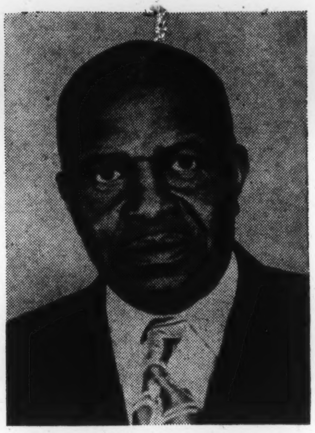
J. F. Keith
Chairman Executive Board
Little Rock, Ark.
Division

G. T. Galloway
Membership Chairman
Little Rock, Ark.
Division

F. Burroughs
Assistant Secretary
Little Rock, Ark.



James Arrington
Member Executive Board
Little Rock, Ark.
Division



A. L. Bell
Member Executive Board
Little Rock, Ark.

Little Rock

The Little Rock division was organized in 1937 at the home of Bro. J. C. Gray, our present Secretary-Treasurer, and the only one we have had during our history. An organized drive was started that night to enlist every porter for membership. Bro. E. J. Bradley was called to set us up and in that meeting we started an organization.

Bro. S. H. Napier was the first President, J. C. Gray was Secretary-Treasurer. Bro. Napier was succeeded by Bro. A. L. Bell, who in turn was succeeded by Bro. P. A. Smith. In 1938, at the convention in Chicago, we represented 100 per cent, the first district to reach that goal which was held until during the war, when so many men were hired. In 1948 we started a new drive that has brought us to 80 per cent membership and we are progressing under the leadership of Bro. Smith, who is the third President the local has had. Our motto, "We can—We must—We will succeed."

The I. C. Train Porters Division

For many years train porters who work for the I. C. Railroad did so under very hard task masters, and were treated awfully bad on the job. He had to take his orders from conductors, flagmen, baggagemen, engineer and firemen, if firemen were white.

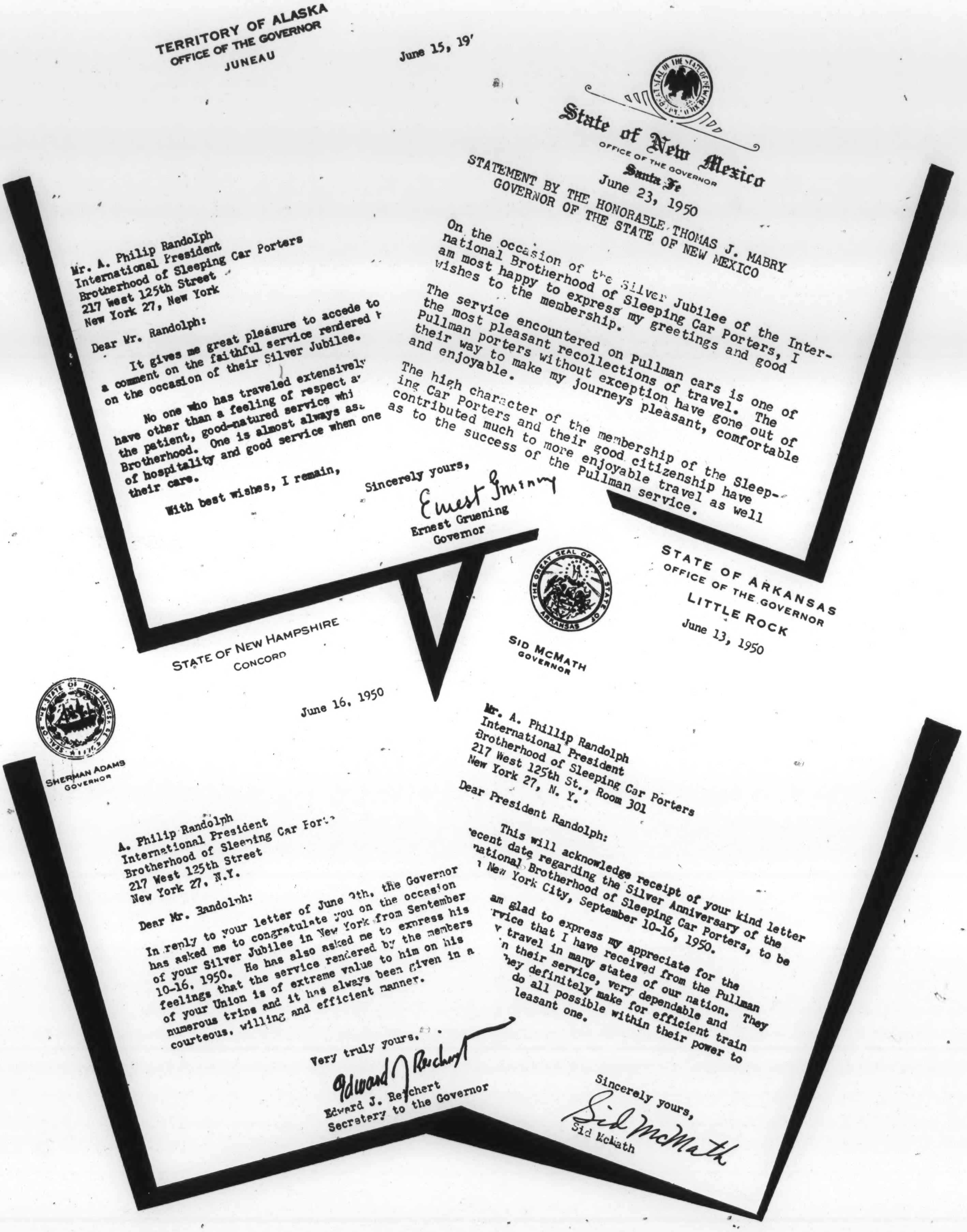
Porters were not carried on a seniority roster as they are now. He only worked as long as a conductor would permit him on the job. If he failed to shine the conductor's shoes or brush him down at end of trip, or carry his bag and personal belongings to a taxi, he had committed a very serious offense and most likely would not be allowed to remain on the run.

On his layover days, if conductor's family wanted general housecleaning done, or his car needed washing, the porter by all means must do these jobs if he wished to go out next trip.

There was no such thing as an investigation for train porters. The conductor only had to ask the caller to call him another porter and this former porter would not be allowed to work until conductor said it was all right for him to do so. If the porter would appeal to his train master, he was only told by train master that he did not care if conductor did not work any of you so and so's.

Now we are enjoying all the privileges other railroad workers enjoy. But these privileges only came after I. C. train porters joined the Brotherhood of Sleeping Car Porters. They carry us on seniority lists, investigations are held, and we feel like human beings.

Salaries increased as they did for other railroad workers, vacation with pay; no porter works for the conductor on his layover days. Over a period of fourteen years the I. C. porters' wages have increased from $85 per month to $242.35 per month of 205 hours. *May God ever bless the Brotherhood of Sleeping Car Porters.*



TERRITORY OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

June 15, 19

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

It gives me great pleasure to accede to
a comment on the faithful service rendered
on the occasion of their Silver Jubilee.

No one who has traveled extensively
have other than a feeling of respect a
the patient, good-natured service whi
Brotherhood. One is almost always as
of hospitality and good service when one
their care.

With best wishes, I remain,

Sincerely yours,

Ernest Gruening
Ernest Gruening
Governor

State of New Mexico
OFFICE OF THE GOVERNOR
Santa Fe

June 23, 1950

STATEMENT BY THE HONORABLE THOMAS J. MABRY
GOVERNOR OF THE STATE OF NEW MEXICO

On the occasion of the Silver Jubilee of the International Brotherhood of Sleeping Car Porters, I am most happy to express my greetings and good wishes to the membership.

The service encountered on Pullman cars is one of the most pleasant recollections of travel. The Pullman porters without exception have gone out of their way to make my journeys pleasant, comfortable and enjoyable.

The high character of the membership of the Sleeping Car Porters and their good citizenship have contributed much to more enjoyable travel as well as to the success of the Pullman service.

STATE OF NEW HAMPSHIRE
CONCORD

SHERMAN ADAMS
GOVERNOR

June 16, 1950

A. Philip Randolph
International President
Brotherhood of Sleeping Car Porte
217 West 125th Street
New York 27, N.Y.

Dear Mr. Randolph:

In reply to your letter of June 9th, the Governor has asked me to congratulate you on the occasion of your Silver Jubilee in New York from September 10-16, 1950. He has also asked me to express his feelings that the service rendered by the members of your Union is of extreme value to him on his numerous trips and it has always been given in a courteous, willing and efficient manner.

Very truly yours,

Edward J. Reichert
Edward J. Reichert
Secretary to the Governor

STATE OF ARKANSAS
OFFICE OF THE GOVERNOR
LITTLE ROCK

SID MCMATH
GOVERNOR

June 13, 1950

Mr. A. Phillip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th St., Room 301
New York 27, N. Y.

Dear President Randolph:

This will acknowledge receipt of your kind letter
ecent date regarding the Silver Anniversary of the
national Brotherhood of Sleeping Car Porters, to be
New York City, September 10-16, 1950.

am glad to express my appreciate for the
rvice that I have received from the Pullman
travel in many states of our nation. They
n their service, very dependable and
hey definitely make for efficient train
do all possible within their power to
leasant one.

Sincerely yours,

Sid McMath
Sid McMath

ILLINOIS CENTRAL TRAIN PORTERS, LOCAL NO. 4

Left to right: ***A. G. Bailey, President; Shepard Davis, First Vice-President; Willie Smith, Secretary-Treasurer; Jerry Cain, Second Vice-President.***

INDIANAPOLIS, INDIANA, DIVISION

Seated—left to right: ***R. R. Gardner, President; C. B. Walker, Vice-President; R. A. Heston, Secretary-Treasurer; J. R. Coleman, Recording Secretary.*** **Standing—left to right:** ***Executive Board Members—C. Houston, W. R. Highbough, F. D. Hill, G. L. Owsley, C. E. Barrett.***

LADIES' AUXILIARY, INDIANAPOLIS, INDIANA

Seated—left to right: Madeline Miller, President; Eugenia Scott, Second Vice-President; Hattie Davis, Secretary-Treasurer; May Harris, Sentinel; Mattie Heston, Recording Secretary. Standing—left to right: Sarah Allen, Chairman of Executive Board; Lola Gardener, Porteress; Isabelle Gilmore, Membership Chairman; Ella Belle Richmond, Lucrease Beck. Not Shown: Gertrude Dickerson, Susie Harris, Mary Houston, Lottie Polk, Carrie Phillips, Lois Lyles, Elizabeth Thomas, Mrs. F. D. Hill.

Indianapolis Division

The Indianapolis Division of the Brotherhood of Sleeping Car Porters received its charter about October 15, 1940.

Between the years of 1925 and 1940 Brothers Ed Dickerson, R. R. Gardener, C. Houston, W. Geter and A. A. Polk were active in organizing here, but never really got an official organization.

Since we have had our charter, we have varied between 80 per cent to 100 per cent membership and it is our intention to remain a 100 per cent.

We are small in number but powerful in our support. We have suffered greatly because of the shifting of train operations, nevertheless we are proud of our standing in the International. Our present officers are R. R. Gardner, president, and R. A. Heston, secretary- treasurer. Our Ladies' Auxiliary is doing very well and giving all help possible. Mrs. Madeline Miller, president, and Mrs. Hattie Davis, secretary-treasurer.

Personal Greetings—Indianapolis Division

C. H. Allen
T. Ballumgraph
C. E. Barrett
L. T. Beck
C. W. Coleman
J. R. Coleman
L. R. Drane
J. W. Drane
B. G. Duvall
R. R. Gardner
W. M. Gilmore
H. Hall
C. I. Hardin
L. R. Harris
R. E. Harris
K. K. Haskins
R. A. Heston
F. D. Hill
C. Houston
C. Johnson
Fred Lyle
G. E. Lyles
C. R. Miller
G. L. Owsley
Edward Phillips
A. A. Polk
S. Richmond
N. S. Shaw
Ural Smith
F. Thomas
C. A. Vaughn
C. B. Walker
W. L. Wynne
W. R. Highbaugh

Greetings from . . .
MR. & MRS. OLIE MALONE
Indianapolis, Ind.

Compliments of . . .
THE FUN BOWL
Indianapolis, Ind.

Compliments of . . .
THE HAWAIIAN LOUNGE
2656 Northwestern Ave. Indianapolis, Ind.

Greetings . . .
Journeyman Barbers' Hairdressers' Cosmetologists' and Proprietors' Union of America
W. C. BIRTHRIGHT
General President, Sec'y-Treasurer
1141 N. DELAWARE STREET
Indianapolis, Ind.

JACKSONVILLE, FLA., DIVISION

Seated—left to right: ***S. Harper, President; W. Carswell, First Vice-President; G. Mickens, Second Vice-President; J. L. Preston, H. Leapheart, T. Thompson, F. H. Holly and E. D. Winston, Executive Board Members.*** **Standing—first row, left to right:** ***J. F. Jackson, Executive Board Member; E. H. Brown, C. R. Middlebrooks, J. H. Bright, J. E. LeGrande, C. Corbitt, H. Harden.*** **Standing—second row, left to right:** ***A. Blackwell, Jessie Hopkins, H. Culpepper, Rev. E. G. Harris, Chaplain, and Rev. E. A. DeBose, Assistant Chaplain.***

* * *

Jacksonville Division

THE Jacksonville Division was organized in 1926 by the late Brother J. W. Darby. The first elected officers were: S. L. Bennett, President, B. J. Madison, First Vice-President and J. W. Darby, Secretary-Treasurer. Brother Darby made the supreme sacrifice for the organization and remained loyal until his passing several years ago.

Defenseless porters for years, seeking bona fide representation, made application in large numbers. Today the membership is over eighty-five per cent in good standing. The Brotherhood has collected numbers of claims for the porters and restored several to their jobs. Brother Bennett, a loyal and devoted brother, who made the Brotherhood his first concern, passed on in 1949. A real loss to the Division.

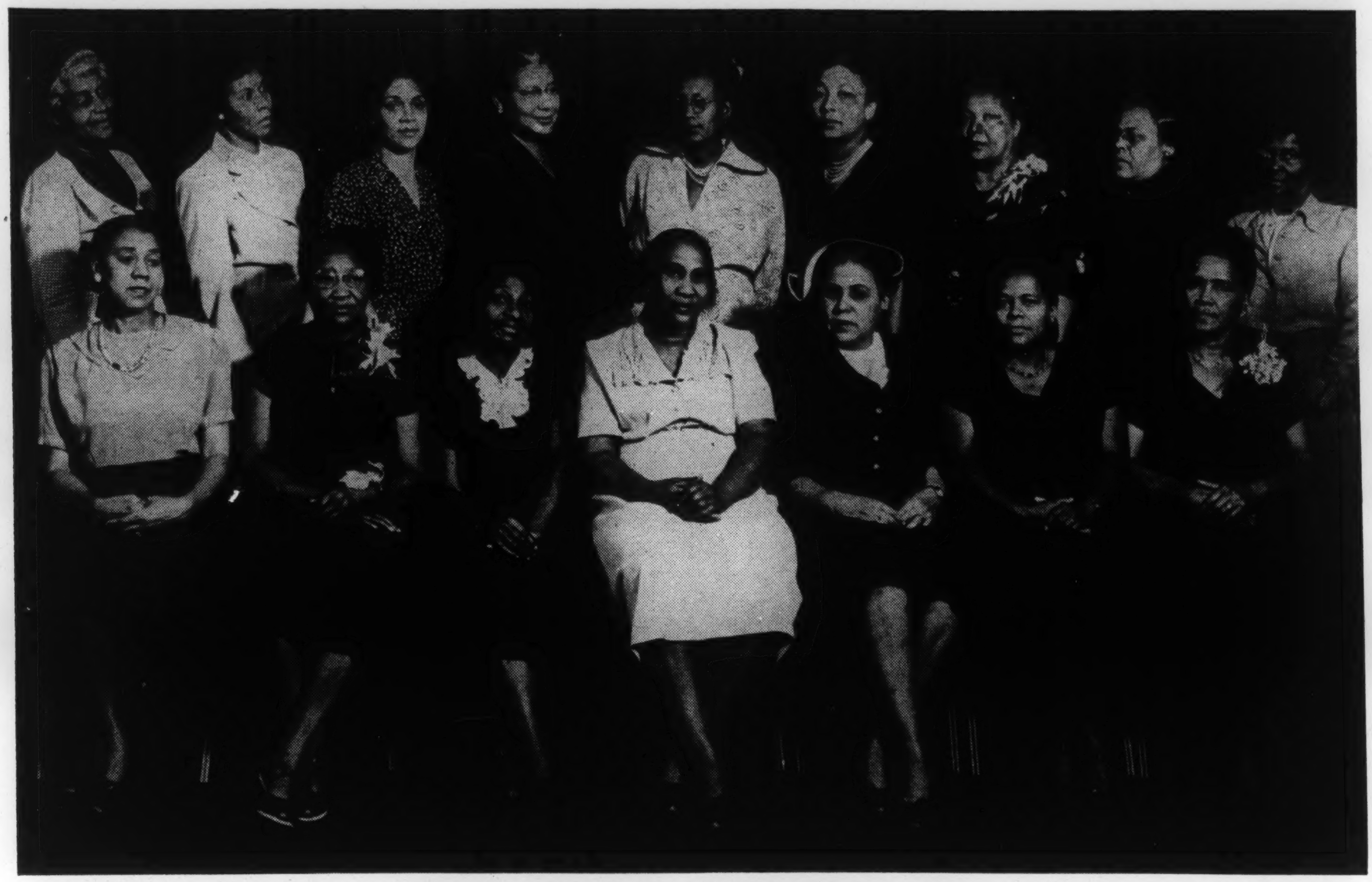
The present officers are: S. Harper, President, W. Carswell, First Vice-President, G. Mickens, Second Vice-President, A. Burwell, Secretary-Treasurer. Executive Board Members, W. Carswell, B. J. Madison, J. F. Jackson, J. L. Preston, H. Leapheart, T. Thompson, F. H. Holly and E. Winston.

An uptodate office is maintained by the Jacksonville Division at the Ritz Building, 823 Davis Street, Room 4.

In 1936, Brother B. F. McLaurin, the International Field Organizer, organized the Jacksonville Ladies Auxiliary. This group of splendid women has created within its ranks a fine spirit of cooperation. To this end they have supported the organization in making large contributions to organizations fighting for the rights of the minority groups. Liberal contributions were made to the March On Washington Movement, the Permanent F. E. P. C., and other worthy causes, local and national. The Jacksonville Auxiliary is headed by Mrs. Julia Burwell, one of the most useful of all members since she works well in both organizations and shares her abilities unselfishly.

The Jacksonville Division Brotherhood of Sleeping Car Porters and its Ladies Auxiliary attribute these achievements to International President, A. Philip Randolph, and pay honor and respect to him for his contribution to the Pullman porters in the field of organized labor and his long and courageous fight for their liberation.

The Jacksonville Division is proud of its achievements and is happy to share in the coming celebration. We salute our entire International Staff.



LADIES AUXILIARY, JACKSONVILLE, FLA.

Sitting—left to right: Mrs. Julia B. Burwell, President; Mrs. Elizabeth Austin, Executive Board Member; Mrs. Mary Lou Ward, Second Vice-President; Mrs. Daisy Davis, Mrs. G. B. Gardner, Mrs. Alberta Preston, Secretary-Treasurer; Mrs. Bessie Culpepper, Executive Board Member. Standing—left to right: Mrs. Sarah Jackson, Mrs. Louise Wise, Executive Board Member; Mrs. Mary Ruth Washington, Mrs. Ruby Blackwell, Mrs. Henrietta LeGrande, Executive Board Member; Mrs. Frances Middlebrooks, Mrs. Clara McClinton, Mrs. Celia Anderson, Recording Secretary, and Mrs. Mary Lou Carswell, Executive Board Member.

Jacksonville Ladies Auxiliary

The Jacksonville Ladies' Auxiliary was organized in 1936 by Brother B. F. McLaurin, International Field Organizer of the Brotherhood of Sleeping Car Porters, and the late Brother J. W. Darby, who was Secretary-Treasurer of the local Brotherhood Division.

The following ladies were elected temporary officers: Mrs. Alta Pinkney, President; Mrs. Hattie Malloy, First Vice-President; Mrs. Erma Bennett, Secretary; and Mrs. Eugenia Thompson, Treasurer. A few months later permanent officers were elected. Mrs. Mildred Burdine was made President; Mrs. Ida Shrewsberry, First Vice-President; and Mrs. Julia B. Burwell, Secretary-Treasurer. Mrs. Burdine served as President for several years.

The Ladies' Auxiliary was informed of the conditions under which their husbands worked. They received, in addition, the principles of trade unionism and the long, hard struggles of the American labor movement, as well as what the Brotherhood of Sleeping Car Porters was striving to do to improve the porters' working conditions. The female relatives of the porters became interested in organizing an Auxiliary and the membership grew rapidly. The Auxiliary has rendered valuable service to the local division and the International organizations. It has contributed much toward its growth. Its cooperation with the men in helping them achieve their objectives is most healthy.

The interest of the organization has been reflected in the community by its liberal contribution to the Community Chest, Red Cross and other worthy causes locally. The Auxiliary has made liberal contributions to the March on Washington Movement, the Permanent Fair Employment Practice Committee, the International Ladies' Auxiliary Scholarship Fund, the Rural School program and other causes endorsed by the International Brotherhood of Sleeping Car Porters.

The present officers of the Jacksonville Ladies' Auxiliary are: Mrs. Julia B. Burwell, President; Mrs. Alberta Preston, Secretary-Treasurer; Mrs. Ola M. Harden, First Vice-President; Mrs. Mary Lou Ward, Second Vice-President; Mrs. Celia Anderson, Recording Secretary. Executive Board Members: Mrs. Elizabeth Austin, Calia Anderson, Bessie Culpepper, Mary L. Carswell, Ola M. Harden, Henrietta Legrande, Louis Wise, Alberta Preston and Mary Nelson.

The Jacksonville Auxiliary is proud of the contributions it has made to the Brotherhood of Sleeping Car Porters. It is proud of its leadership and congratulates the Organization on its Silver Jubilee Anniversary.

Greetings from . . .

International Longshoremen's Union

Local No. 1408

938 JULIA STREET JACKSONVILLE, FLA.
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L. B. CHILDS, M.D.

Physician & Surgeon

X-Ray - Physiotherapy - B.M.R.

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Ambulance Service

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Sammie L. Davis, Mgr.
925-929 W. BEAVER STREET
Phone: 4-0540, 4-0546 Jacksonville, Fla.

Congratulations from . . .

The LADIES AUXILIARY of the
Brotherhood of Sleeping Car Porters

Jacksonville, Fla., Division

Compliments of . . .

WASHINGTON'S FUNERAL HOME

800 W. State Street Jacksonville, Fla.
Phone 4-7879

Compliments of . . .

DALLAS GRAHAM
FUNERAL DIRECTOR

1192 W. 21st Street Jacksonville, Fla.

Compliments of . . .

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Phones 4-2707, 6-7671

Compliments of . . .

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816 West State Street
Jacksonville, Fla.
Phone 4-9264 J. H. Broadnax, Mgr.

Greetings for . . .

The Advent of the Brotherhood of Sleeping Car Porters 25 years ago marked definitely a new mile stone; the economy of the Negro American.

Nothing afford greater pleasure to be a part of the celebration of this your Silver Jubilee Anniversary. Accept sincere congratulations from the Lincoln Douglas Memorial Association, The Clara White Mission, Inc., and myself.

Sincerely yours,

EARTHA M. M. WHITE
Jacksonville, Fla.

Compliments of . . .

D. W. PERKINS

Attorney
Col. Masonic Temple Bld.
Phone 4-4287 Jacksonville, Fla.

Greetings from . . .

COLORED TAXICAB DRIVERS
Local Union No. 674

G. B. Washington, Pres. and Bus. Mgr.
J. L. Prince, Sec'y-Treas.
600 W. Ashley Street Jacksonville, Fla.

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Jacksonville, Fla.

Best Wishes of . . .

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Amos and Williams, Proprietors
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Phone 4-9365

Compliments of . .

DR. J. E. BUSH

Dentist

1838 Moncrief Road Jacksonville, Fla.

Compliments of . . .

SKINNERS FLORIST

Mrs. Wilhelmina Skinner, Owner
416 Broad Street Jacksonville, Fla.

INTERNATIONAL LADIES' GARMENT WORKERS' UNION
AMERICAN FEDERATION OF LABOR • 1710 BROADWAY • NEW YORK 19, N. Y.
CABLE ADDRESS: ILGWU—NEW YORK • PHONE: COLUMBUS 5-7000

AVID DUBINSKY
President
General Secretary

LUIGI ANTONINI
First Vice-President

FREDERICK F. UMHEY
Executive Secretary

•

General Executive Board
MORRIS BIALIS
JOSEPH BRESLAW
ISRAEL FEINBERG
DAVID GINGOLD
HARRY GREENBERG
JULIUS HOCHMAN
LOUIS HYMAN
BENJAMIN KAPLAN
CHARLES KREINDLER
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JENNIE MATYAS
EDWARD MOLISANI
ISIDORE NAGLER
SALVATORE NINFO
SAMUEL OTTO
MEYER PERLSTEIN
GEORGE RUBIN
BERNARD SHANE
LOUIS STULBERG
HARRY WANDER
CHARLES S. ZIMMERMAN

August 11, 1950

Mr. A. Philip Randolph
International President
The Brotherhood of Sleeping Car Porters
217 W 125 St.
NY 27 NY

Dear Brother Randolph:

Thank you for informing me of your Silver Jubilee Anniversary, as my interest in your union is keen and personal.

I happily accepted your invitation to be on the Sponsoring Committee to get a charter from the A.F. of L. for a Pullman Porters' Union.

How well I remember the enthusiasm and confidence displayed by you and your associates at the possibility of having such a union established. I, as a member of the A. F. of L., and the friendly relations that I enjoyed with the leadership, succeeded in convincing them of the importance of our Negro fellow workers to develop their own trade union leadership, that will give them a standing in the labor movement, in the community, and in the nation; and that this can be achieved through an organization led by their own people.

I most appreciate the flexibility of the A. F. of L. leadership in agreeing with me, but as they stated, my next job was to convince the Restaurant Workers' and Cooks International Union. I took a trip and met President Florie (I do not remember the exact spelling of his name), who agreed to the plan and that is how the Pullman Porters' Brotherhood was born.

When I noticed the difference in the attitude, in the self-respect, the dignity of the Pullman Porters in all my travels, I was happy with my small contribution. I wish every Pullman Porter were at the A. F. of L. Convention in St. Paul in 1949, and could have witnessed with what interest and respect the delegates listened to your address, in present William Green, President of the A. F. of L. with a citation. The porters appreciate that their union was not only an instrument for improvement of their material conditions, as important as it is, but also gave them a respected standing in the labor movement, in the community, and in the nation, as citizens who value the dignity of man.

So, the dream of yesterday has become the reality of today.

I regret that the space for the greeting does not match my interest.

I am, at the present time, without a secretary, so I would appreciate it if you would, therefore, arrange my greetings from this letter.

This will convey to you my warm greetings and all good wishes for a fruitful, interesting, and happy future.

Fraternally yours,

Fannia M Cohn.

Fannia M. Cohn, Secretary
Educational Department

fmc/rh
enc.

Greetings from Raymond Pace Alexander

July 27, 1950

Mr. B. F. McLaurin
Chairman of Convention
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mac:

I am very glad to have your recent letter. Sadie joins me in my congratulations to you and your fellow workers in commending all of you, particularly my good friend Phil Randolph, on your remarkably great success and enormous influence in American life.

I shall never forget 25 years ago, during my college days, how much a job with the Pullman Company meant to me in enabling me to complete my education, both in college and in the Law School at Harvard University. Without the support of men like Phil Randolph and all that he has meant to the young man in college, in the professional schools and those battling away in the struggle for manhood for all of America's citizens, regardless of race and color, I could not, and many others like me, have succeeded in my life's effort.

Please list us among those who express their heartiest congratulation to the great work of the Brotherhood of Sleeping Car Porters.

I shall be leaving for London and Paris on the of August, but hope to return on or about the 5th of mber and will certainly be one of those who will be u during your convention.

Sincerely yours,

RAYMOND PACE ALEXANDER

TAMPA, FLORIDA, DIVISION

Seated—left to right: *M. Gregory, President; John Fortham, Vice-President; John Jackson, Secretary-Treasurer, and Fred D. Hadley.* Standing—left to right: *A. F. Cooper, J. P. Williams, Willie Thomas, and John Williams.*

Tampa Division

TAMPA DIVISION will observe its fourteenth anniversary this year. It was in 1936 that fifteen men employed as Pullman Porters in the Tampa district decided to organize a local to the International Brotherhood of Sleeping Car Porters. The men who took the initial step were: J. P. Williams, Joe Davis, Elroy Page, Jesse Johnson, Fred D. Hadley, G. P. Powell, M. Gregory, E. C. Cade, J. E. Williams, George Woods, H. Cross, J. E. Witherspoon, B. E. Glenn, R. Pullie, W. Young, and G. C. Abrams.

In the latter part of the year, A. Philip Randolph and M. P. Webster were attending a meeting of the American Federation of Labor which was convening in Tampa. Mr. Randolph took this opportunity to talk to the men in the district, telling them of the advantages of the International Organization and encourage them to move forward toward a permanent organization.

Sentiment against the organization was so strong and the penalty so severe for membership in the organization that the men felt it wise to organize and operate under the fictitious name of the 20th Century Club. It was not until November 9, 1937, that a charter was granted to the organization and the name changed to The Tampa Local, BSCP. A few of the charter members were M. Gregory, H. P. Stevens, J. Johnson, G. Woods, C. O. Young, L. Young and G. B. Powell.

The first official election was held in June of 1938 with the following men elected officers: M. Gregory, president; M. E. Taylor, vice-president; G. B. Powell, secretary.

Even though the Organization was only recently organized and small in membership at the time of the Chicago International Convention, the membership felt the importance of the convention and sent representation in person to the convention rather than elect to be represented by proxy.

Under the leadership of Gregory, the Organization has increased its membership to 98 per cent of all employed Pullman Porters in the district.

When the second election of the local was held in 1940, M. Gregory succeeded himself as president, H. N. Reddick, H. P. Stevens were elected vice-president and secretary-treasurer respectively. Stevens later resigned and John Jackson was appointed to fill the unexpired term of Stevens. In the elections which have followed both Gregory and Jackson have been repeatedly re--elected.

Members currently serving on the Executive Board are: Fred. Hadley, chairman; S. M. Brown, secretary; John Willams, A. F. Cooper, John Fortham, John Williams, and John Jackson.

At the Annual Labor Dinner of the Tampa Division, held this year in March, M. E. Taylor, retired member, was presented a Scroll of Honor for his contribution to the progress of the Organization by Brother Randolph, while McLaurin spoke of the contributions of the Tampa Division.

Committee responsibilities have been willingly accepted and executed by members of the Organization and much credit is given the general membership for the support of the International and local programs.

LADIES AUXILIARY, TAMPA, FLA.

Seated—left to right: ***Ella Johnson, Vice-President; Ida A. Stevens, Secretary-Treasurer; Evelyn Cade, Blanche Young, President; Elois Cooper.*** **Standing—left to right:** ***Ola Gregory, Chairman Executive Board; Wylean Powell, Recording Secretary; Mrs. John Williams.***

Greetings from . . .

"GARCIA'S RED TOP BAR and PACKAGE STORE"

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Phone 2-9089
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"A Home Away From Home"
THE ST. REGENT HOTEL
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912 Nebraska Avenue Tampa, Florida

Greetings . . .

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Phone 25-8941 Tampa, Fla.

Greetings . . .

"THE COTTON CLUB"

1204 Central Avenue Tampa, Fla.
Henry Joyner, Prop. and Mgr.

Greetings . . .

RAY WILLIAMS FUNERAL HOME
Courteous, Efficient, Reasonable

1615 Orange Avenue Tampa, Fla.
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Just ask for UNCLE EDDIE

Welcome . . .
EAT AT
MRS. MAGGIE JACKSON
When in Miami
366 N. W. 17th STREET MIAMI, FLA.

Welcome . . .
CARROL ELIZABETH
ROOMING HOUSE
Mrs. Elizabeth Jakes 1506 N.W. 70th St.
Owner and Prop. Miami, Fla.
Phone 784730

Greetings from . . .
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local B. 108 of Tampa, Fla.

Compliments of . . .

Jacksonville Division
Provisional Committee to Organize Colored Locomotive Firemen
J. GLASS, Chairman

Personal Greetings—Jacksonville Division

W. M. Ashley
J. Ayers
W. Avant
W. Austin
A. Blackwell
B. J. Boswell
A. Burwell
B. Butler
W. Carswell
H. Culpepper
Vernon Curry
A. Dorrell
N. A. Farris
C. Gregory
H. F. Glisson
H. G. Harden
Mrs. Blanche Coleman
Mrs. Lottye Gilbert
K. D. Hughes
Mrs. Annie M. McLin
T. Hopkins
S. Harper
J. S. Johnson
J. F. Jackson
Frank A. Jones
Rev. Charles King
H. Leapheart
J. E. Legrande
B. J. Madison
Miss Hannah E. Singleton
G. Mickens
E. Osborne
J. L. Preston
Mr. Rollins
C. Satterwhite
C. B. Smith
T. Thompson
L. H. Veal
U. H. Walthour
Alex Williams
E. Winston
John Wise
S. W. Solomon
Sunshine Store
(Ed Catter, Owner)
Mrs. L. D. Jefferson
Miss Marguerite Ellis
Miss Mary Stewart
Dr. Alpha H. Moore

Personal Greetings
Georgia Division

W. Paul Smartt

Personal Greetings
St. Petersburg, Fla.

Miss Beatrice McLin
Miss Gwen L. Holland

Personal Greetings
Augusta, Ga.

Quizzie Odems
Olanda Tenner

Greetings from . . .

WILMINGTON N. C. DIVISION

Provisional Committee to
Organize Colored
Locomotive Firemen

W. J. JAMES, Chairman

Best Luck . . .

Birmingham Division of

Provisional Committee
to Organize Colored
Locomotive Firemen

W. M. MERRIWEATHER, Chairman
C. L. LOCKETT, Sec'y-Treas.

Compliments of . . .

G. M. & O. DIVISION

PROVISIONAL COMMITTEE
to organize
COLORED LOCOMOTIVE FIREMEN

James Harris - Otis Hodges

Greetings from . . .

A. R. DOZIER

Meridian Division of Provisional Committee
to Organize Colored Locomotive Firemen

Meridian, Miss.

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Greetings from

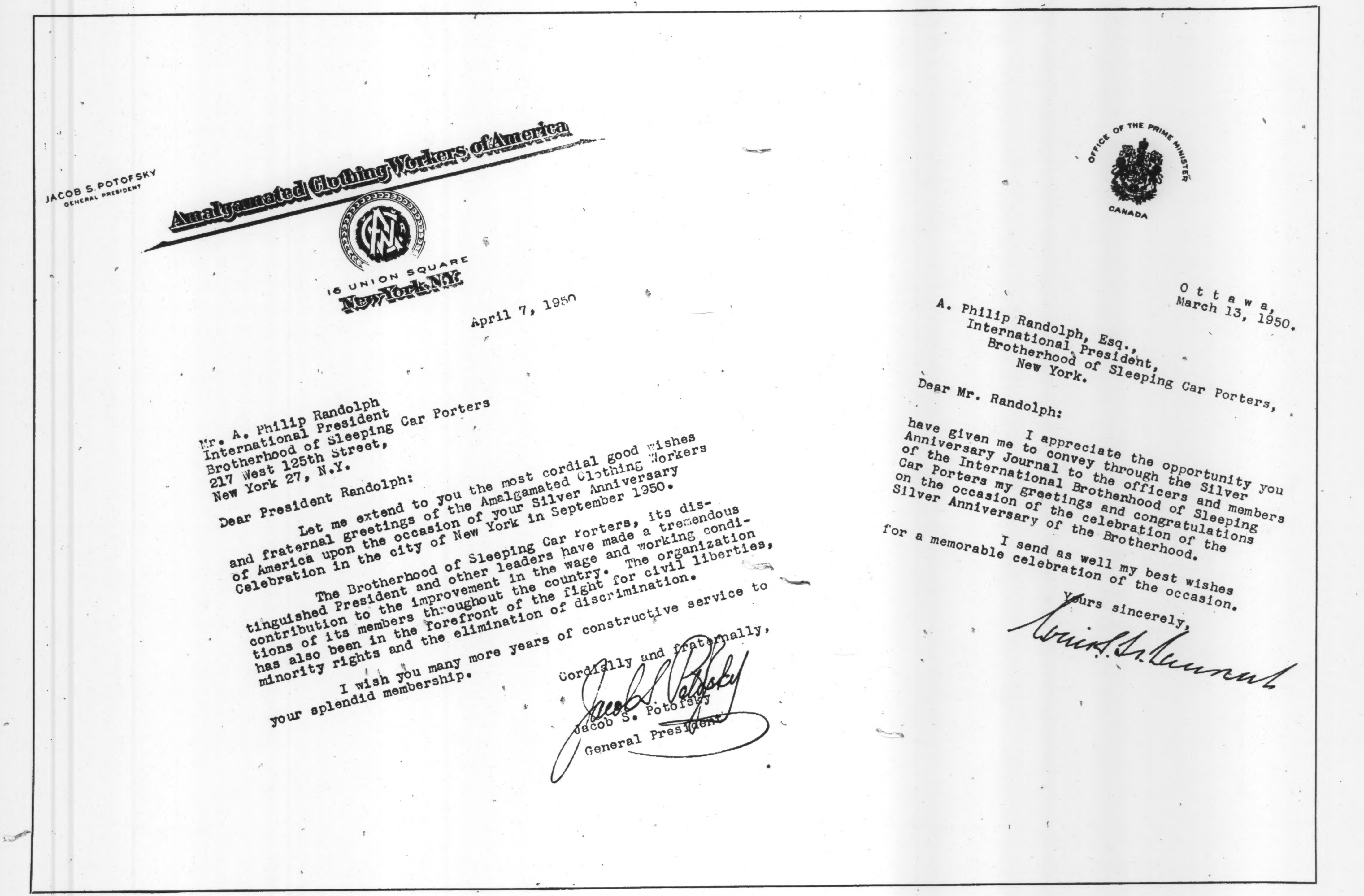
MRS. CARRIE ANDERSON

Augusta, Ga.

Greetings from

MR. EARL PINKENTON

Augusta, Ga.



JACOB S. POTOFSKY
GENERAL PRESIDENT

Amalgamated Clothing Workers of America

15 UNION SQUARE
New York, N.Y.

April 7, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street,
New York 27, N.Y.

Dear President Randolph:

Let me extend to you the most cordial good wishes and fraternal greetings of the Amalgamated Clothing Workers of America upon the occasion of your Silver Anniversary Celebration in the city of New York in September 1950.

The Brotherhood of Sleeping Car Porters, its distinguished President and other leaders have made a tremendous contribution to the improvement in the wage and working conditions of its members throughout the country. The organization has also been in the forefront of the fight for civil liberties, minority rights and the elimination of discrimination.

I wish you many more years of constructive service to your splendid membership.

Cordially and fraternally,

Jacob S. Potofsky

Jacob S. Potofsky
General President

OFFICE OF THE PRIME MINISTER
CANADA

Ottawa,
March 13, 1950.

A. Philip Randolph, Esq.,
International President,
Brotherhood of Sleeping Car Porters,
New York.

Dear Mr. Randolph:

I appreciate the opportunity you have given me to convey through the Silver Anniversary Journal to the officers and members of the International Brotherhood of Sleeping Car Porters my greetings and congratulations on the occasion of the celebration of the Silver Anniversary of the Brotherhood.

I send as well my best wishes for a memorable celebration of the occasion.

Yours sincerely,

Louis S. St. Laurent

TORONTO, ONT., DIVISION

Seated—J. F. Cromwell, President. Standing—left to right: S. S. Jackson, Secretary, Grievance Committee; D. Reynolds, Secretary, Executive Board; L. Cromwell, Secretary-Treasurer; R. Willis, Executive Board Member; S. G. Grizzle, Second Vice-President; W. Mitchell, Secretary, Sick Committee; L. Chevalier, First Vice-President; G. Ellis, Chairman, Executive Board.

LADIES' AUXILIARY, TORONTO, CANADA

Seated—left to right: Sisters Violet Smith, Chairman Sick Committee; Gladys Carey, Recording Secretary; Masel Binford, First Vice-President; Louise Mitchell, President; Garda Chevalier, Secretary-Treasurer; Linneth Knox, Reporter. Standing—left to right: Sisters Mary Gaskin, Doris Brown, Gloria Carter, Freda Gaskin, Doris Lewsey, Edith Brooks, Murial Marshall.

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THE BEER THAT
MADE MILWAUKEE FAMOUS
Schlitz

THE BEER THAT MADE MILWAUKEE FAMOUS

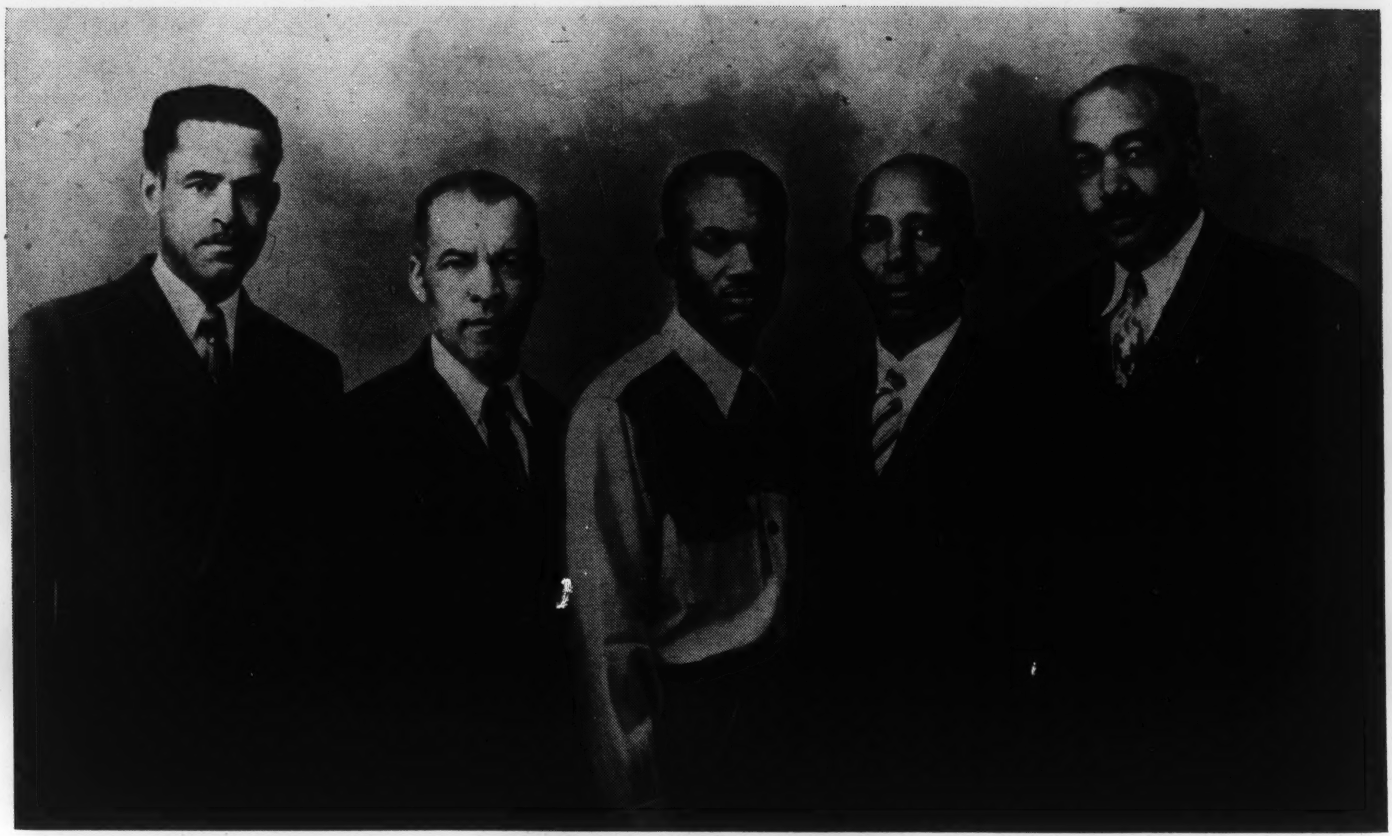
JOS. SCHLITZ BREWING CO., MILWAUKEE, WISCONSIN

PULLMAN LADIES' AUXILIARY, TORONTO, ONT.

Standing—left to right: O. Hawkins, M. Newby, L. Williams, V. Knight, M. Lewsey. Seated—left to right: E. Crowley, Chaplain; R. Fleming, Vice-President; H. Carrington, President; E. Winn, Secretary-Treasurer; R. Taylor, Recording Secretary.

TORONTO, ONT., DIVISION—PULLMAN

Front row—left to right: B. Carrington, Vice-President; W. A. Scott, President; Fred T. Winn, Secretary-Treasurer. Back row—left to right: H. P. Williams, W. G. Taylor and P. O. Bellamy, all members of the Executive Board.



WINNIPEG, MAN., DIVISION

Left to right: *J. G. Washington, Sledd, O. Brown, R. Jamerson, S. R. Guilberry.*

Winnipeg Division

The Brotherhood of Sleeping Car Porters of the Winnipeg Division was officially encouraged, June 1, 1945, as a Division, due to the efforts of Brother A. R. Blanchette, now field organizer of Canada with the cooperation of R. Jamerson as organizer at the time we can contribute our success of affiliation as a local Division to J. C. Wilson, J. M. Sledd, J. G. Washington, S. R. Guilberry, J. R. Brisco, J. W. Simmons, Q. T. Turner. With the aid of Brother Bennie Smith, our supervisor.

Through the untiring efforts of these stalwart brothers, membership in the Winnipeg Division entails average percentage. We hail the Brotherhood for its fine program and will join in the celebration.

Personal Greetings—Montreal Division

Mr. and Mrs. R. W. Brown
Mr. and Mrs. Thomas A. Chase
Mr. and Mrs. Victor I. Coward
Mr. H. C. David
Mr. and Mrs. Joseph J. Dennis
Mr. E. Haywood
Mr. and Mrs. S. P. Hogan
Mr. H. J. Lawrence
Mr. and Mrs. K. A. Marshall
Mr. and Mrs. J. E. Petty
Mr. and Mrs. C. L. Roy
Mr. and Mrs. L. Simmons
Mr. H. P. Smith
Mr. A. I. Westmoreland
E. D. J. Bartholomew
Mr. and Mrs. S. F. Braxton
Mr. and Mrs. Marcus D. Dash
Mr. and Mrs. H. W. Jones
Mr. and Mrs. Alex. Lawrence
S. Reinhardt Lewis
Mr. and Mrs. William Meade
Mr. and Mrs. S. F. Batson
Alfred Wade

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I. L. G. W. U.

379 ST. CATHERINE WEST MONTREAL

Our heartiest compliments and good wishes for future success.

VANCOUVER DIVISION
Brotherhood of Sleeping Car Porters

Best Wishes from —

"THE CHOW MEIN HOUSE"

771 Mountain St. Montreal, Canada

Compliments of . . .

MR. and MRS. ROBERT JANERSON

156 McFarlane Street
Winnipeg, Manitoba, Canada

LADIES' AUXILIARY, MONTREAL CANADA

Seated—left to right: Sisters T. Meade, Chairman Entertainment Committee; Velmer King, President; H. Sheffield, First Vice-President. **Standing—left to right:** Sisters L. Dennis, L. Coward, G. Dyer, E. Marshall, P. Dyer. **Absent:** M. Dash, Secretary-Treasurer; T. Cooper, Recording Secretary; L. Tully Codrington, Member Executive Board.

LADIES' AUXILIARY, CLEVELAND, OHIO

Seated—left to right: J. Williams, First Vice-President; M. Durett, R. Yates, L. Webb, E. Treadgill, E. Harper, and A. Coleman. **Standing—left to right:** L. Swann, C. S. Wells, O. Hammon, V. Comedy, Secretary-Treasurer; A. Land, Second Vice-President; J. Womble, President; G. Robinson, Chaplain; Z. Flippings, H. Spencer.

Cleveland Division

THE ground work of organizing the Cleveland Division of the Brotherhood of Sleeping Car Porters was started at the home of Brother C. S. Wells in September, 1925, by Brother A. P. Randolph, and Russell W. Jelliffe of Karamu House.

Successive meetings were held at the home of Brother W. H. Wheeler and were followed by a mass meeting at Mt. Zion Congregational Church. Rev. Russell Brown was Pastor, with Russell W. L. Jelliffe officiating, and Brother Randolph guest speaker. Many secret meetings followed at W. H. Wheeler's, at which time the organizing program was initiated, and was led by Brother Wheeler.

Brother A. J. Maddox was in Cleveland on a Temporary Transfer and rendered yoemen service in the membership campaign, having made his transfer permanent he became Temporary President. On October 26, 1926, when we received our Federal charter, he was appointed President; Brother Henry Yates, Secretary-Treasurer.

Other stalwarts at that time were Brothers A. J. Williams, W. L. Willams, W. M. Barr, E. Doyle, C. A. Marford, D. B. Durrette, C. Bell, W. J. Pittman, G. M. Harris, C. S. Wells, C. L. Singleton.

With these stalwarts present, regular meetings were held at the Elks home. Collections were raised to defray expenses.

Brother C. B. Carter, a member in the Portland District, transferred to Cleveland in December, 1927, became active in our local, and later headed a campaign to organize the Ladies Auxiliary, which previously was organized under the auspices of the Colored Women's Economic Council. The growth and activities of the local and its auxiliary, progressed with the program of the International Union. During this interim many contributions were made by other members and officers of the local.

The division led in forming and projecting a campaign in Cleveland for the March on Washington Movement, and in forming the Cleveland Council for a national permanent FEPC and made liberal donations to the cause.

In 1944 the division was host to the International convention of the Brotherhood of Sleeping Car Porters, and this convention was a great success.

The 25-year Brotherhood men are C. S. Wells, A. J. Maddox and Henry Yates.

The deceased among those mentioned are Brothers A. J. Williams, W. L. Williams, C. A. Marford, and C. L. Singleton.

Cleveland Ladies Auxiliary

In the early struggle of the Brotherhood, the Colored Women's Economic Council was formed to supplement the campaign of the Brotherhood to organize. Sister Frances Thurston was President. Baked sales and musical teas were given to raise funds for the organizing campaign. After Brother Archie Thurston, husband of Sister Frances, left the employ of the Pullman Company, the Council became

CLEVELAND, OHIO, DIVISION

Seated—left to right: C. S. Wells, President; E. F. Coleman. Standing—left to right: W. Todd, E. T. Spencer, C. B. Carter, Secretary-Treasurer; E. E. Threadgill.

Cleveland Ladies Auxiliary—Cont'd

less active and Sister Thurston released her office. The Auxiliary followed. Later the International President ordered the divisions to contact the women and work toward the reorganization of the Ladies' Auxiliary. This having been done, we received our charter and became a functioning local June 24, 1939.

Rosa Taylor, President
Mildred Morford, Vice-President
Bertha Williams, Secretary-Treasurer

Charter Members

Bessie Harris
Dorothy Smith
Mrs. Gilbert White
Naomi Jones
Jennie V. Womble
Fannie Jackson
Josephine Williams
Emma Pittman
Frankie Wells

The Colored Women's Economic Council included Sisters Adams, V. Comedy, V. Grant, V. Redwine, V. Whitlow, L. Williams, A. Williams, Florence Nelson, M. Singleton, Lillie Mason and Lillie Rayford.

The Local Officers-Elect
Jennie Womble, President
Vivian Comedy, Secretary--Treasurer
Laurencie Webb, Recording Secretary

Personal Greetings—Cleveland Division

C. B. Carter
D. J. Cody
C. R. Comedy
G. N. Carnegie
C. M. Curry
R. T. Dawes
D. B. Durrette
G. M. Harris
C. Harper
W. J. Howard
B. B. Johnston
C. Love
J. Luke
F. E. Lewis
A. J. Maddox
J. Middleton
E. E. Mitchell
R. C. Mitchell
W. J. Roberson
J. J. Robinson
E. E. Threadgill
W. Todd
T. W. Taylor
C. Tyler
C. S. Wells
G. A. Womble
E. T. Spencer
R. C. Mitchell
J. H. Christopher

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BROTHERHOOD MARCHING SONGS

WE WILL NOT BE MOVED

(Tune of "I Shall Not Be Moved")

CHORUS

We will not, we will not be moved
We will not, we will not be moved
Just like a tree planted by the waters,
We will not be moved.

Randolph is our leader,
We will not be moved,
Randolph is our leader,
We will not be moved,
Just like a tree planted by the waters
We will not be moved.

The union is our protection
We will not be moved
The union is our protection
We will not be moved
Just like a tree planted by the waters
We will not be moved.

Because we are united
We will not be moved
Because we are united
We will not be moved
Just like a tree planted by the waters
We will not be moved.

★ ★

HOLD THE FORT

We meet today in Freedom's cause
And raise our voices high:
We'll join our hands in Union strong,
To battle or to die

CHORUS

Hold the Fort for we are coming
Union men be strong
Side by side we battle onward
Victory will come.

Look! my comrades, see the Union
Banners waving high,
Reinforcements now appearing,
Victory is nigh.

See our numbers still increasing
Hear the bugles blow
By our Union we shall triumph
Over every foe.

Fierce and long the battle rages,
But we will not fear
Help will come when'er its needed
Cheer, my comrade, Cheer.

JOHN BROWN'S BODY

John Brown's body lies a-mouldering in the grave,
John Brown's body lies a-mouldering in the grave,
John Brown's body lies a-mouldering in the grave
But his soul goes marching on.

CHORUS

Glory, glory, Hallelujah,
Glory, glory, Hallelujah,
Glory, glory, Hallelujah
His soul goes marching on.

When the union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun,
Yet what force on earth is weaker than the feeble strength of one?
But the union makes us strong.

It is we who plowed the prairies, built the cities where they trade,
Dug the mines and built the workshops, endless miles of railroad laid.
Now we stand outcast and starving midst the wonders we have made,
But the union makes us strong.

In our hands is placed a power greater than their hoarded goal,
Greater than the might of armies magnified a thousand fold,
We can bring to birth the new world from the ashes of old,
For the union makes us strong.

★ ★

LIFT EVERY VOICE AND SING

(National Negro Hymn)

Lift every voice and sing,
Till earth and heaven ring,
Ring with the harmonies of Liberty;
Let our rejoicing rise,
High as the listening skies,
Let it resound loud as the rolling sea—
Sing a song full of the faith that the dark past has taught us
Sing a song full of the hope that the present has brought us;
Facing the rising sun of our new day begun,
Let us march on 'til victory is won.

Stony the road we trod,
Bitter the chast'ning rod,
Felt in the days when hope unborn and died;
Yet with a steady beat, have not our weary feet
Come to the place for which our fathers sighed?
We have come over a way that with tears has been watered
We have come, treading our path through the blood of the slaughtered;
Out from the gloomy past, till now we stand at last
Where the white gleam of our bright star is cast.

JAMES WELDON JOHNSON
ROSAMOND JOHNSON

LADIES, AUXILIARY, BOSTON, MASSACHUSETTS

This thriving Auxiliary, although small in number, will be represented almost in its entirety at the Twenty-Fifth Anniversary of the Brotherhood of Sleeping Car Porters in New York City. Seated—left to right: Grace Price, Recording Secretary; Ada Barco, President; Mary Riley, Secretary-Treasurer and Delegate to Convention. Standing: Ethlyn Walker, Grace Craig, Vice-President; Mattie Nevels, Executive Board; Pearl Offley, Ethel Thomas, Marie Nelson, Reporter.

Boston Division

The Boston Division officers elected for the ensuing two years are: President, J. L. Williams; 1st vice-president, George Bingham; 2nd vice-president, H. F. Carney; and secretary-treasurer, L. D. Stone. Some of these officers have been members and have served the Organization of the Brotherhood of Sleeping Car Porters for the past 25 years, particularly is this memorable of these men when it is brought to mind how difficult it was before 1934 to be recognized as a member of the Brotherhood. Brother Stone, elected in 1934, was the first president of the Boston Division and served in that capacity several times since then. He has also served and done memorable work on the Grievance Committee since its inception; he has been an ardent member ever since joining the Organization which continues even in his retirement from the Pullman and New Haven Services.

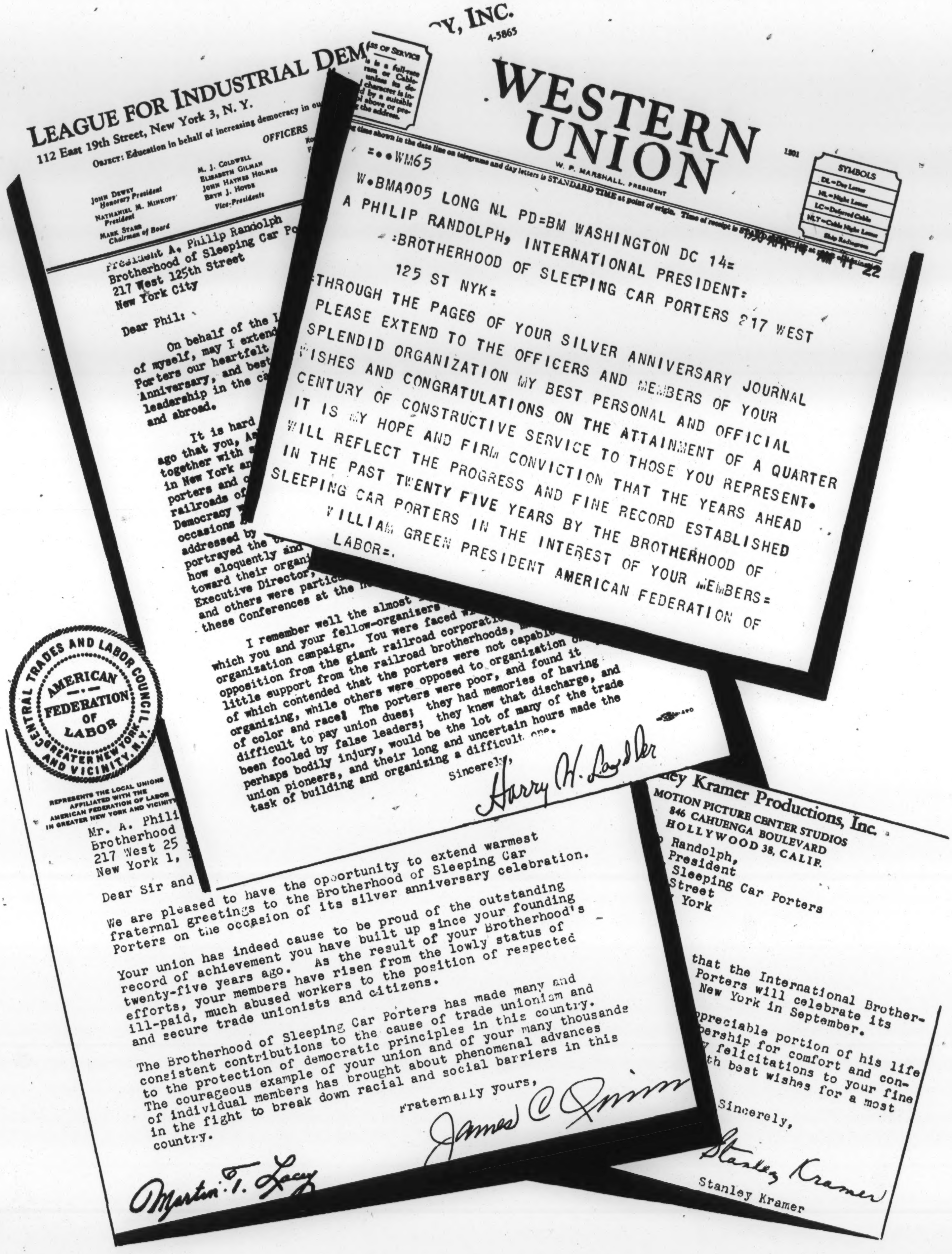
J. L. Williams joined the Brotherhood at the very beginning of its existence and at times assisted our first organizer, the late Brother Silas Taylor; he has served the Organization since 1934, as secretary-treasurer for five terms, and as president for two years; in addition he has also been a continuous member of the Grievance Committee.

Brother George Bingham, 1st vice-president, has served the Organization as delegate to the International Convention on several occasions and as chairman of the Organization Committee has done commendable work for the past two years. As vice-president we can look forward to his wholehearted support.

H. F. Carney, 2nd vice-president elect, has served as chairman of the Sick Committee for a good many years. He is well known among the Brothers for his cheerful way of spreading happiness when visiting the sick whom he has never let down. Our new board elected is made up of men of long standing memberships who have served in many capacities in the organization during these years, especially Brother C. Kelly who served as secretary-treasurer and on many committees, and Brother J. H. Graves, who served many years as chairman of our House Committee.

There are many others who are now on the retirement list and some who have passed on who served our Organizaton faithfully. Mention must be made of Brother Oglesby, J. F. (Deacon) Jones, and Brother William Evans, who supported this Organization so diligently in the early years.

Brother S. F. Cain, the outgoing president, who served on the Executive Board for two terms as its chairman and a long time supporter of the organization, reluctantly declined the president's office for another term, but promises his constant and wholehearted support to the Brotherhood and its officers.



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NATHANIEL M. MINKOFF
President
MARK STARR
Chairman of Board

M. J. COLDWELL
ELISABETH GILMAN
JOHN HAYNES HOLMES
BRYN J. HOVDE
Vice-Presidents

President A. Philip Randolph
Brotherhood of Sleeping Car Po
217 West 125th Street
New York City

Dear Phil:

On behalf of the L
of myself, may I extend
Porters our heartfelt
Anniversary, and best
leadership in the ca
and abroad.

It is hard
ago that you, As
together with a
in New York an
porters and o
railroads of
Democracy w
occasions a
addressed by
portrayed the
how eloquently and
toward their organi
Executive Director,
and others were partic
these Conferences at the h

I remember well the almost
which you and your fellow-organizers
organization campaign. You were faced w
opposition from the giant railroad corporatio
little support from the railroad brotherhoods,
of which contended that the porters were not capable
organizing, while others were opposed to organization o
of color and race. The porters were poor, and found it
difficult to pay union dues; they had memories of having
been fooled by false leaders; they knew that discharge, and
perhaps bodily injury, would be the lot of many of the trade
union pioneers, and their long and uncertain hours made the
task of building and organizing a difficult one.

Sincerely,

Harry W. Laidler

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A PHILIP RANDOLPH, INTERNATIONAL PRESIDENT=
:BROTHERHOOD OF SLEEPING CAR PORTERS 217 WEST
125 ST NYK=

THROUGH THE PAGES OF YOUR SILVER ANNIVERSARY JOURNAL PLEASE EXTEND TO THE OFFICERS AND MEMBERS OF YOUR SPLENDID ORGANIZATION MY BEST PERSONAL AND OFFICIAL WISHES AND CONGRATULATIONS ON THE ATTAINMENT OF A QUARTER CENTURY OF CONSTRUCTIVE SERVICE TO THOSE YOU REPRESENT. IT IS MY HOPE AND FIRM CONVICTION THAT THE YEARS AHEAD WILL REFLECT THE PROGRESS AND FINE RECORD ESTABLISHED IN THE PAST TWENTY FIVE YEARS BY THE BROTHERHOOD OF SLEEPING CAR PORTERS IN THE INTEREST OF YOUR MEMBERS=
WILLIAM GREEN PRESIDENT AMERICAN FEDERATION OF LABOR=.

CENTRAL TRADES AND LABOR COUNCIL
AMERICAN FEDERATION OF LABOR
GREATER NEW YORK AND VICINITY, N.Y.

REPRESENTS THE LOCAL UNIONS AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR IN GREATER NEW YORK AND VICINITY

Mr. A. Phili
Brotherhood
217 West 25
New York 1,

Dear Sir and

We are pleased to have the opportunity to extend warmest fraternal greetings to the Brotherhood of Sleeping Car Porters on the occasion of its silver anniversary celebration.

Your union has indeed cause to be proud of the outstanding record of achievement you have built up since your founding twenty-five years ago. As the result of your Brotherhood's efforts, your members have risen from the lowly status of ill-paid, much abused workers to the position of respected and secure trade unionists and citizens.

The Brotherhood of Sleeping Car Porters has made many and consistent contributions to the cause of trade unionism and to the protection of democratic principles in this country. The courageous example of your union and of your many thousands of individual members has brought about phenomenal advances in the fight to break down racial and social barriers in this country.

Fraternally yours,

Martin T. Lacy

James C Quinn

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… Randolph,
President
… Sleeping Car Porters
… Street
… York

… that the International Brother-
… Porters will celebrate its
… New York in September.

…ppreciable portion of his life
…ership for comfort and con-
…y felicitations to your fine
…th best wishes for a most

Sincerely,

Stanley Kramer

Stanley Kramer

Personal Greetings—Boston Division

Cecelia Charles
Walter T. Gray
H. Dane
R. L. Hunt
S. Rush
A Friend
R. F. Moten
A. B. Mitchell
Wm. Leakerberry
Record Spa
Pearl Jackson
W. E. Patrick
S. Sampson
W. K. Smith

R. Peace
F. W. Penny
A. B. Robinson
John M. Scott
J. H. Smith V
C. H. Stuckey
R. Strayhand
J. E. Tibbs
A. Watson

J. H. Walker
R. H. Webster
Joe Williams
G. R. Worrell
Dorothy Jones
F. E. Allston
W. C. Coles
D. W. Morris
Fred Griffeth

Ann I. Hawk
George Bingham
Cecelia's Salon
H. Cunningham
J. L. Jones
J. M. Jones
R. A. Jones
Hampton Livingstone
L. T. Mitchell
F. C. McMillan
H. McLeod
William V. Murphy
F. J. Powell
L. Powell

Personal Greetings Washington County, Maine

Mrs. Mary K. Simkhovitch

Greetings from . . .

YOUR COUNCILMAN

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Boston, Mass.

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Joint Board Cloak, Skirt & Dressmakers Union,

I. L. G. W. U.

Boston, Mass.
PHILIP KRAMER, Manager
HYMAN NEWMAN, Chairman

Greetings from . . .

WATERPROOF GARMENT WORKERS UNION

LOCAL No. 24
Nathan H. Barker, Mgr.
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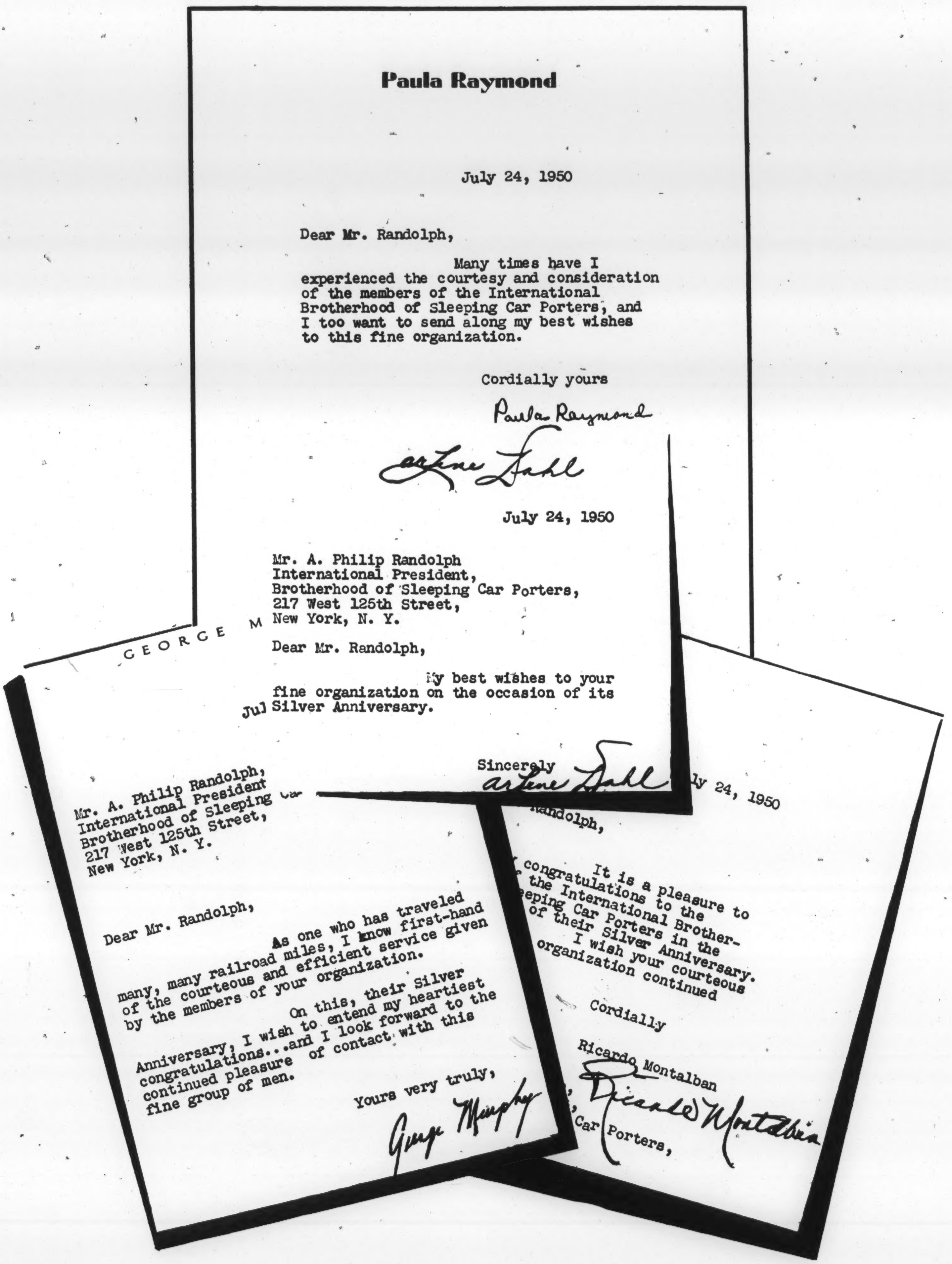


Paula Raymond

July 24, 1950

Dear Mr. Randolph,

Many times have I experienced the courtesy and consideration of the members of the International Brotherhood of Sleeping Car Porters, and I too want to send along my best wishes to this fine organization.

Cordially yours

Paula Raymond

Arlene Dahl

July 24, 1950

Mr. A. Philip Randolph
International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York, N. Y.

Dear Mr. Randolph,

My best wishes to your fine organization on the occasion of its Silver Anniversary.

Sincerely
Arlene Dahl

GEORGE M

Jul

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Ca
217 West 125th Street,
New York, N. Y.

Dear Mr. Randolph,

As one who has traveled many, many railroad miles, I know first-hand of the courteous and efficient service given by the members of your organization.

On this, their Silver Anniversary, I wish to entend my heartiest congratulations...and I look forward to the continued pleasure of contact with this fine group of men.

Yours very truly,

George Murphy

---

ly 24, 1950

Randolph,

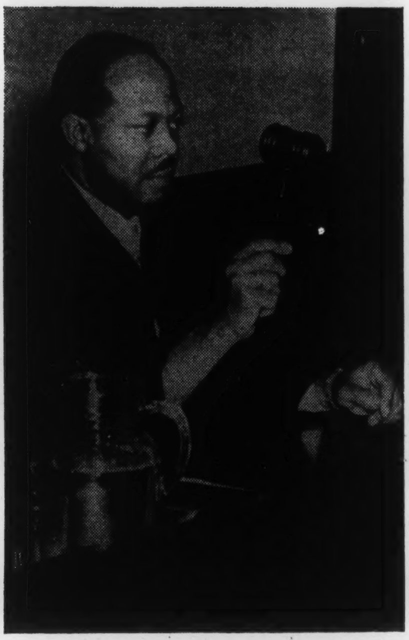
It is a pleasure to
congratulations to the
the International Brother-
eeping Car Porters in the
of their Silver Anniversary.
I wish your courteous
organization continued

Cordially

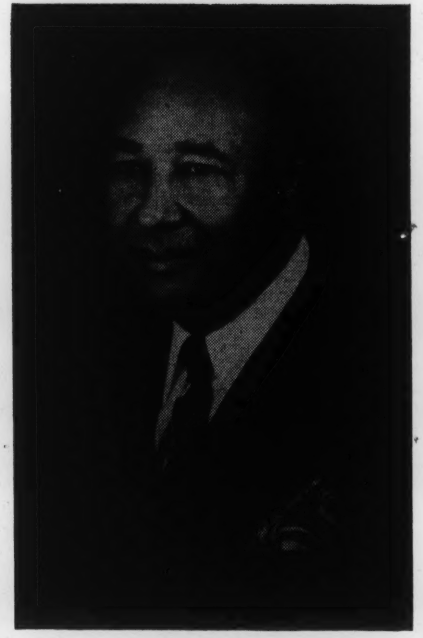
Ricardo Montalban

Ricardo Montalban

Car Porters,

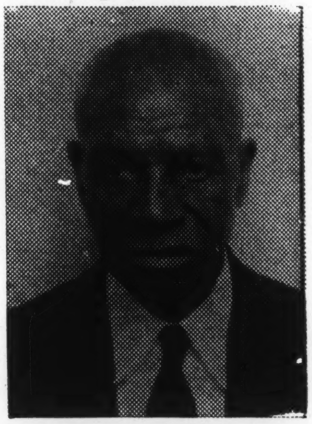


Judge Louis E. Saunders
28 Concourse E.
Journal Sq., Jersey City, N. J.



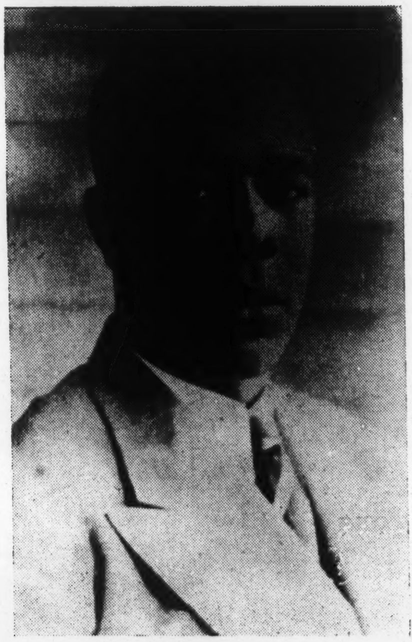
Dr. Charles Burton
Chairman, First Citizens' Comm.
Chicago, Ill.

Warren Sanders
Local Chairman, S. A. L.
Train Porters, Tampa, Fla.



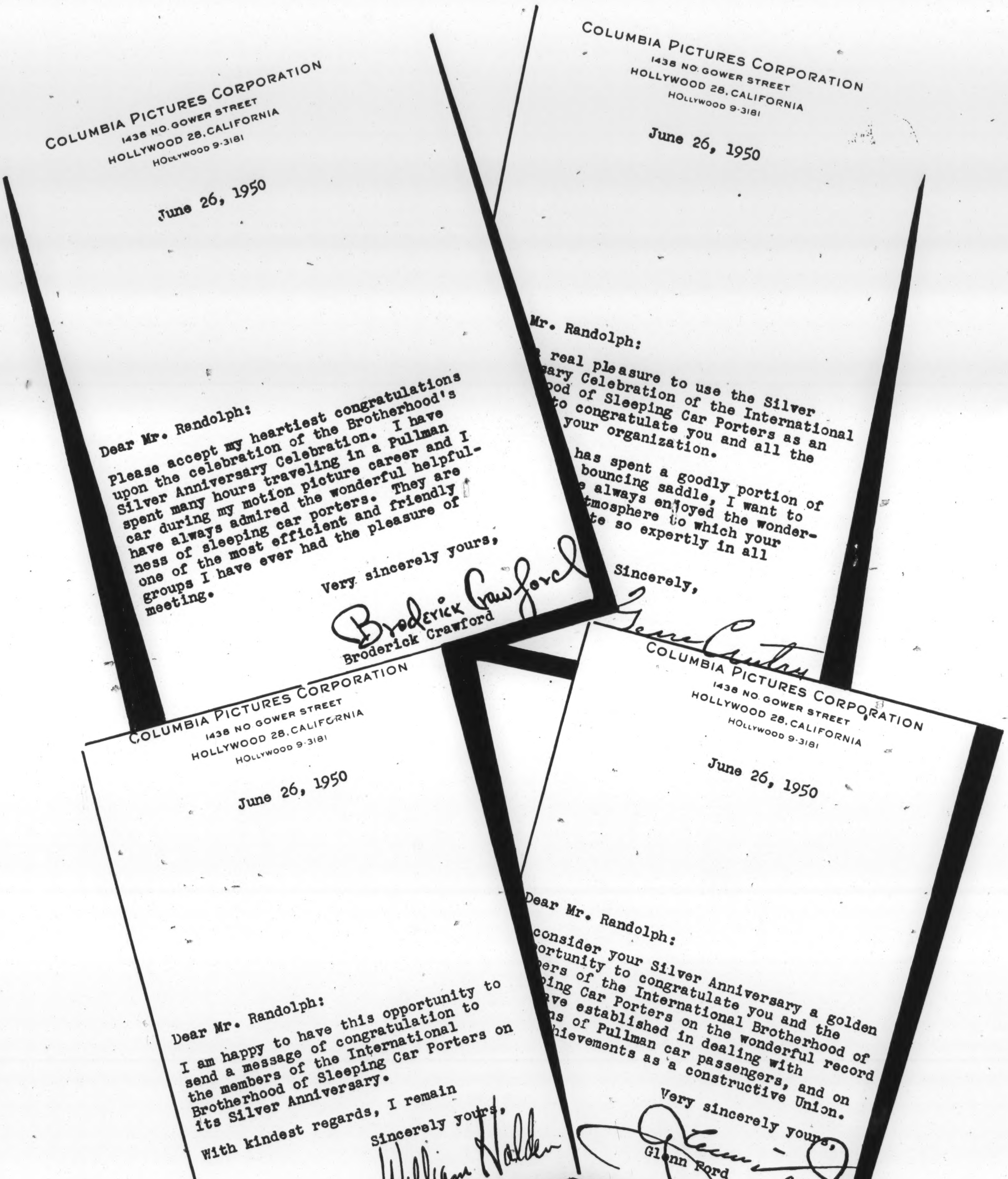
James Flowers
A. C. L. Retired Train Porter

Mrs. Kate Garner
25-Year Auxiliary Member
Chicago, Ill.



E. D. Nixon
President
Montgomery Division

James M. Dowse
Vice-President
Charleston-Savannah Division



COLUMBIA PICTURES CORPORATION
1438 NO. GOWER STREET
HOLLYWOOD 28, CALIFORNIA
HOllywood 9-3181

June 26, 1950

Dear Mr. Randolph:

Please accept my heartiest congratulations upon the celebration of the Brotherhood's Silver Anniversary Celebration. I have spent many hours traveling in a Pullman car during my motion picture career and I have always admired the wonderful helpfulness of sleeping car porters. They are one of the most efficient and friendly groups I have ever had the pleasure of meeting.

Very sincerely yours,

Broderick Crawford
Broderick Crawford

COLUMBIA PICTURES CORPORATION
1438 NO. GOWER STREET
HOLLYWOOD 28, CALIFORNIA
HOllywood 9-3181

June 26, 1950

Mr. Randolph:

real pleasure to use the Silver
sary Celebration of the International
ood of Sleeping Car Porters as an
to congratulate you and all the
your organization.

has spent a goodly portion of
bouncing saddle, I want to
e always enjoyed the wonder-
tmosphere to which your
te so expertly in all

Sincerely,

Gene Autry

COLUMBIA PICTURES CORPORATION
1438 NO. GOWER STREET
HOLLYWOOD 28, CALIFORNIA
HOllywood 9-3181

June 26, 1950

Dear Mr. Randolph:

I am happy to have this opportunity to send a message of congratulation to the members of the International Brotherhood of Sleeping Car Porters on its Silver Anniversary.

With kindest regards, I remain

Sincerely yours,

William Holden
William Holden

COLUMBIA PICTURES CORPORATION
1438 NO. GOWER STREET
HOLLYWOOD 28, CALIFORNIA
HOllywood 9-3181

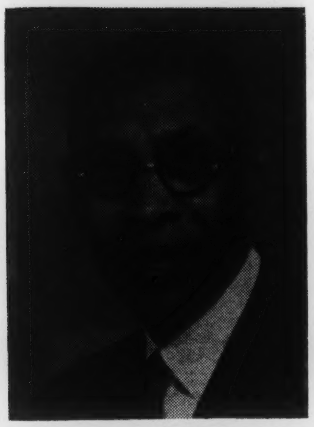
June 26, 1950

Dear Mr. Randolph:

consider your Silver Anniversary a golden
portunity to congratulate you and the
ers of the International Brotherhood of
ping Car Porters on the wonderful record
ave established in dealing with
ns of Pullman car passengers, and on
hievements as a constructive Union.

Very sincerely yours,

Glenn Ford
Glenn Ford



H. F. Patton
President
Memphis, Tenn., Division

Minnie E. Alexander
President, Ladies Auxiliary
Nashville, Tenn.

B. L. Watson
Second Vice-President
Memphis, Tenn., Division

Floys S. Newman
Secretary-Treasurer
Memphis, Tenn., Division

Arthur Cole
Vice-President
Memphis, Tenn., Division

LADIES' AUXILIARY, NASHVILLE, TENN.

Executive Board—front row, left to right: ***Annie Jordan Chrystell Bonner.*** **Back row, left to right:** ***Virginia Russell, Willie Owens, Bertha Roland, Chairman***

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... absolutely nothing.

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Budweiser
LAGER BEER
Budweiser Lager Beer
Anheuser-Busch

ST. LOUIS DIVISION EXECUTIVE BOARD

Seated—left to right: *C. H. Lee, Chairman; Henry Butler, Frank Walton, J. C. Burton.* **Standing—left to right:** *Rhea Price, C. D. Miller, T. D. McNeal, J. A. Means, O. W. Page.*

St. Louis Division

ABOUT October, 1925, Brothers Randolph and Totten made their first visit to St. Louis for the purpose of organizing Pullman porters, attendants and maids. They held meetings for a week. During the course of these meetings, they succeeded in converting twenty-five or more local porters to the idea of organizing a bona fide trade union. Prior to their departure, they designated E. J. Bradley, who presently serves as 3rd International Vice-President, as undercover organizer for the movement in the St. Louis Division.

Brother Bradley continued operating on the road and organizing during his layover for about a year.

A year later, the late Brother W. H. Desverney was sent to St. Louis by the National Organization to carry on a one-month campaign for the purpose of definitely setting up a functioning local. Through the efforts of Brother Bradley and the follow-up by Brother Desverney, about one hundred porters joined the organization by November 1, 1926, at which time Brother Bradley resigned his position on the road, accepted a full-time job with the Brotherhood and opened headquarters with a well equipped office in St. Louis.

When learning of the newly opened headquarters, the Pullman Company promptly fired six Brotherhood members. Thus began the long, hard and cruel struggle of the Organization to survive in the St. Louis area. Between that time and the time of the National Mediation Board election in 1935, about fifty good Brotherhood members were fired for no other reason than having a membership in the Organization.

Negro churches and civic leaders, together with the Negro newspapers, were marshalled by the Pullman Company and brought into this fight, on the side of the Company. When local porters went to church, to civic meetings or read their newspapers, they were constantly confronted with propaganda against the Organization. These extreme tactics on the part of the employing company, together with the constant threat being made directly to the men, caused the dues-paying members to drop down to six faithful porters for an extended period. Brother Bradley, who had worked and saved during a life time of toil, used his savings and finally sacrificed his home in an effort to keep the St. Louis headquarters open and the Organization moving. Finally, in the fall of 1933 when every resource had been exhausted, the St. Louis headquarters were closed and the furnishings and equipment sold for back rent. However, the office was re--opened in the same location in the spring of the following year, and has been continuously operating since that time.

In seeking to combat the strong opposition offered by the Company, several lawsuits were filed against the Company in behalf of men who had been fired, fifteen of which were settled out of court. In addition to this, meetings were held from time to time, using as much secrecy as possible, and the open activities of the Organization were carried on through a Citizens' Committee made up of fair-minded and forward-looking St. Louisians who felt that the men were being exploited and had the right to organize.

Following the amendment of the Railway Labor Act in 1934, new campaigns were initiated in St. Louis, and the men began to return to the Organization, feeling that their right to organize was at last protected. In the National Mediation Board election of 1935, the Brotherhood won the election in St. Louis by a majority of 6 to 1, which vindicated the faith of Brother Bradley and others who had felt that St. Louis men would stand up if they had a chance to do so, without placing their economic lives at stake.

Since that time, the St. Louis Division has constantly grown until at the present time, it is the third largest dues-paying Division in the Organization, with better than 90 per cent of the men on the payroll being members of the Organization.

Brief History of Kansas City Division Ladies Auxiliary

The colored women's Economic Council was organized in 1928 by Brothers Randolph and Totten at Street's Hotel. The first president of our council was Sister Carrie White of Chicago, Ill., and Sister Gwendolyn Jackson was secretary-treasurer. Our efforts were not to successful until the charter was presented to the Ladies' Auxiliary in September 1938. Sister Carrie E. White remained the president; Sister Ella Robinson, 1st vice-president; Sister Bertha Rector, secretary; Sister Viola Nickens, recording secretary; Sister Lily Hadley ,treasurer; Sister Minnie K. Franklin, chaplain.

The Missouri, Kansas and Texas Train Porters' Auxiliary was consolidated in March 1941 with Pullman. At that time there were approximately 45 members. Membership standing grew as a result of the consolidation.

We are happy to make our contributions to the Brotherhood both locally and nationally. We shall continue to make our efforts toward a bigger and better Auxiliary.

* * *

LADIES' AUXILIARY, KANSAS CITY, KANSAS

Seated—left to right: ***Mattie Bigham, Secretary-Treasurer; Clara A. Manning, President; Emma Dickerson, First Vice-President.*** **Standing—left to right:** ***Addie Thomas, Reporter; Sophronia King, Second Vice-President; Mary Montgomery, Chairman Auditing Committee; Della Neal, Recording Secretary; Fannie Scott, Chaplain; Carrie E. White, Chairman Sick Committee.***

LADIES, AUXILIARY, ST. LOUIS, MISSOURI

Seated—first row, left to right: *Ada Bazell, Member of Executive Board; Ida Ruth Travis, Secretary-Treasurer; Eunice Hurt, First Vice-President; Mae Dailey, Second International Vice-President; Lela M. Lee, President; Lillian Calhoun, Second Vice-President; Thelma Trotter, Recording Secretary.* Standing—second row, left to right: *Annie Hodge, Alice Wallace, Co-Chairman of Executive Board; Mary Graham, Member of Executive Board; Eva Swait, Chairman of Executive Board; Virgie Willis, Mattie Bradley, Chairman of Current Events Committee; Grace Bracamonte.* Standing—third row, left to right: *Maggie Tillman, Annie Hodges, Bessie Clark, Member of Auditing Committee; Hortense Riley, Chairman of Auditing Committee; Ida Jones, Pearl Peterson, Lillian Curby.*

ST. LOUIS DIVISION—25 YEAR MEMBERS

Front row—left to right: *James Hughes, Welton Staten, J. C. Bazzell.* Back row—left to right: *William Perkins, Peter Curby.*

Kansas City, Mo., Division

As far back as 1922, under the plan of Employe Representation of The Pullman Company, generally referred to as the "Company Union," the porters in Kansas City resented having to participate in this "makeshift organization," and there was much agitation in the Kansas City Division for a bona fide trade union.

In the late Fall of 1925, Brother Ashley L. Totten, now International Secretary-Treasurer and Brother A. Philip Randolph came to Kansas City and set up the first organization of the Brotherhood of Sleeping Car Porters. Since 1925 there was always somebody in Kansas City among Pullman porters who were carrying on the work of the organization.

The "stoolpigeons" operated in Kansas City as they did in other districts and men who were known to be active in the formation of the Brotherhood suffered the usual intimidations and some of them were discharged from the service on minor offenses as was done in other districts.

Brother Spencer Watson was one of the first discharged in the Kansas City area, after which he took over the active work of carrying on the program of the organization in Kansas City; and up until his death was one of the outstanding men in the country in espousing the cause of the organization of Pullman porters in the Kansas City area.

In the latter part of 1926, Brother Totten was permanently assigned to Kansas City in the Southwest territory. The very aggressive campaign carried on by Brother Totten in the Kansas City area, while productive of getting members in Kansas City also increased the eye of The Pullman Company and a year or so later, Brother Totten was attacked in the streets of Kansas City and beaten into insensibility. The men in Kansas City carried on, and there are many aggressive men among the group.

In 1928, when the Brotherhood threatened a strike, the Company put on pressure among the men to find out whether or not they were going out on the strike date. Brother Norman, who was an active Brotherhood man at that time, didn't give the Company a satisfactory answer on that point and he was told to go home and stay until called. He wasn't called until ten years later, after the contract had been signed by the Company and the Brotherhood when he was restored to service by the Brotherhood with all seniority and nominal payment for time lost. This was a major victory for us.

The same agencies of opposition were developed in Kansas City as in other districts and much outside propaganda against the Brotherhood appeared in the Colored papers and propounded by outstanding and responsible Negro leaders in the community.

Outstanding among the citizens of the Kansas City area who were in the Brotherhood's corner from its inception was Rev. D. A. Holmes, the militant pastor of the Paseo Church. He was loud in his praise of the efforts to organize this group and pulled no punches in condemning the opposition, including The Pullman Company.

On one occasion when Brother Randolph was scheduled to speak at Soldiers Memorial Hall in Kansas City, Kansas, an attempt was made by a porter on the Company's side to get an injunction to prevent Brother Randolph from speaking. This effort was thwarted and Brother Randolph was allowed to speak.

The present officers of the Kansas City Division are D. Jefferson, President, and Rufus Norman, Secretary-Treasurer.

Louisville Division

The first consideration of organizing the porters of the Louisville Division into a union, was discussed by porters Major McGhee and S. R. Jones (now deceased); both doing everything in their power to start the local, passed without knowing their dreams came true.

Too much cannot be said or spoken of Mrs. Anna R. Hughes; she has meant everything to us. Being the source of information, she did the corresponding and in fact the International officers knew to write her for information they wanted to know about the local. (Mrs. Hughes is the wife of our first secretary-treasurer, and still very active with both the men and women.)

We were confronted with many obstacles—first, there were strong factions among the porters, selfishness and envy from within and even more powerful forces from without. We make no apologies for this bit of history but as you read do not think too much for the heights attained, without thinking of the depths from which we came.

Today we are making our contributions and will remain in the struggle under the leadership of C. H. Hendricks, president, and F. C. Rush, secretary-treasurer, and our other fine officers and members.

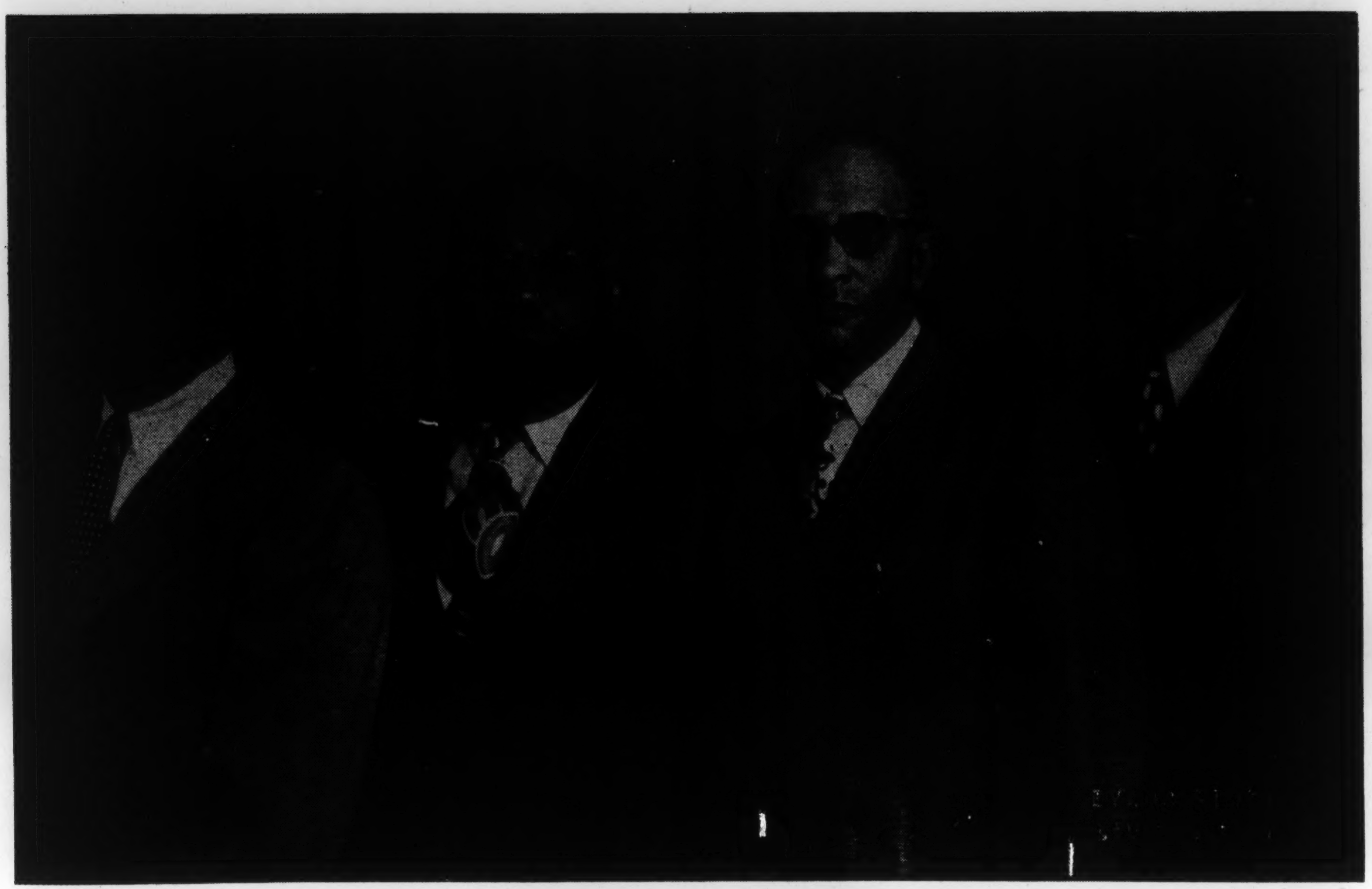
Ladies Auxiliary, Louisville, Ky.

On the evening of January 26, 1939, some of the wives and husbands of the Louisville Division of the BSCP met in the parlor of the J. B. Cooper's Funeral Home, 10th & Chestnut Streets, to organize a Ladies' Auxiliary to the BSCP.

Having finished with the necessary procedures, the nominations and electing of officers were as follows: Mrs. Cora Chatman, president; Mrs. Addie Thomas, 1st vice-president; Mrs. Logan Samuels, 2nd vice-president, and Mrs. Anna R. Hughes, secretary-treasurer.

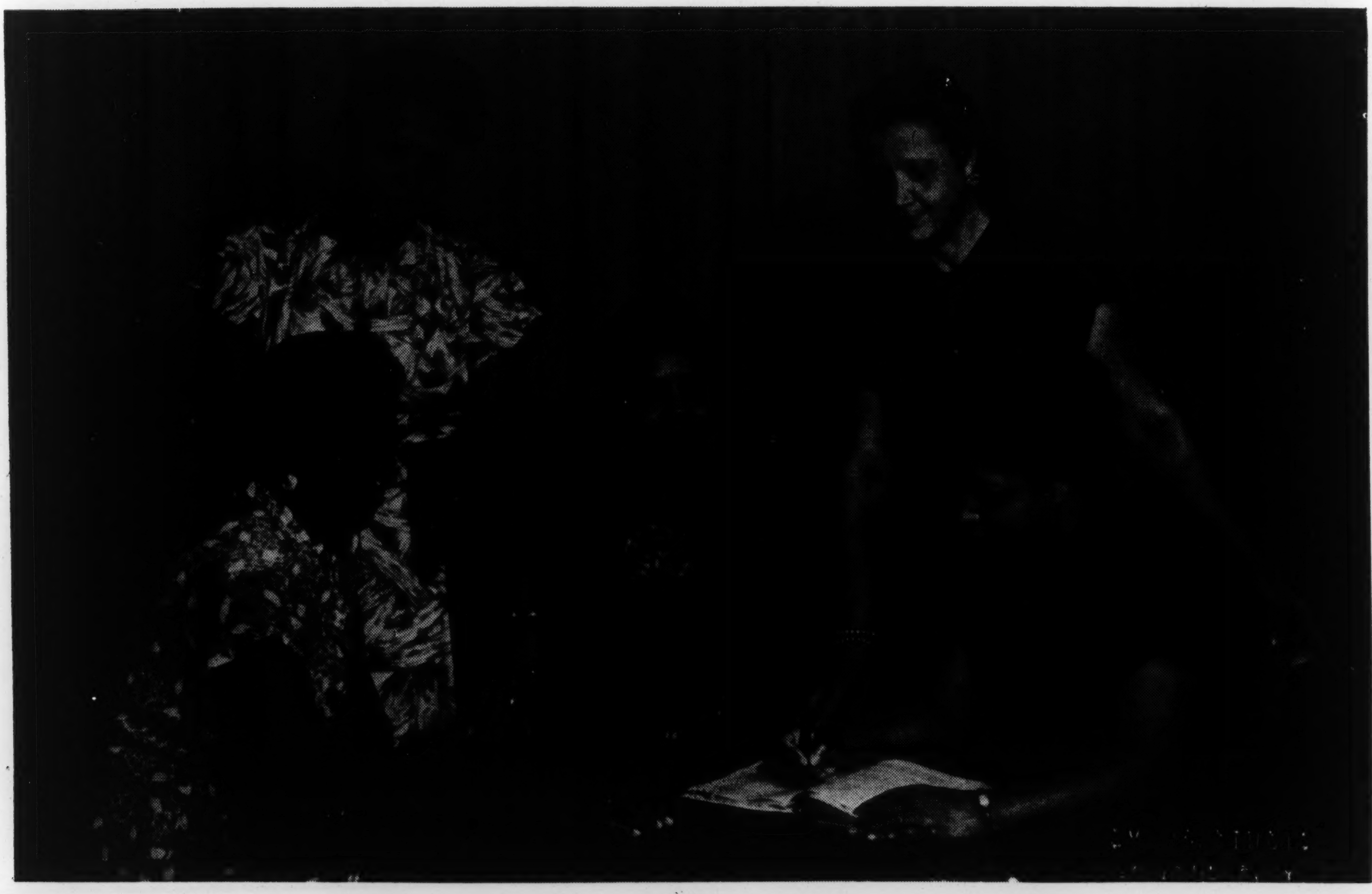
The records show that only two charter members are living at present, Mrs. Addie Thomas and Mrs. Anna R. Hughes.

Our present auxiliary, under the leadership of Mrs. Mable Reynolds, president, and Mrs. Millie M. Rush, secretary-treasurer, are making every effort to keep the spirit of the Organization alive, and make our contributions..



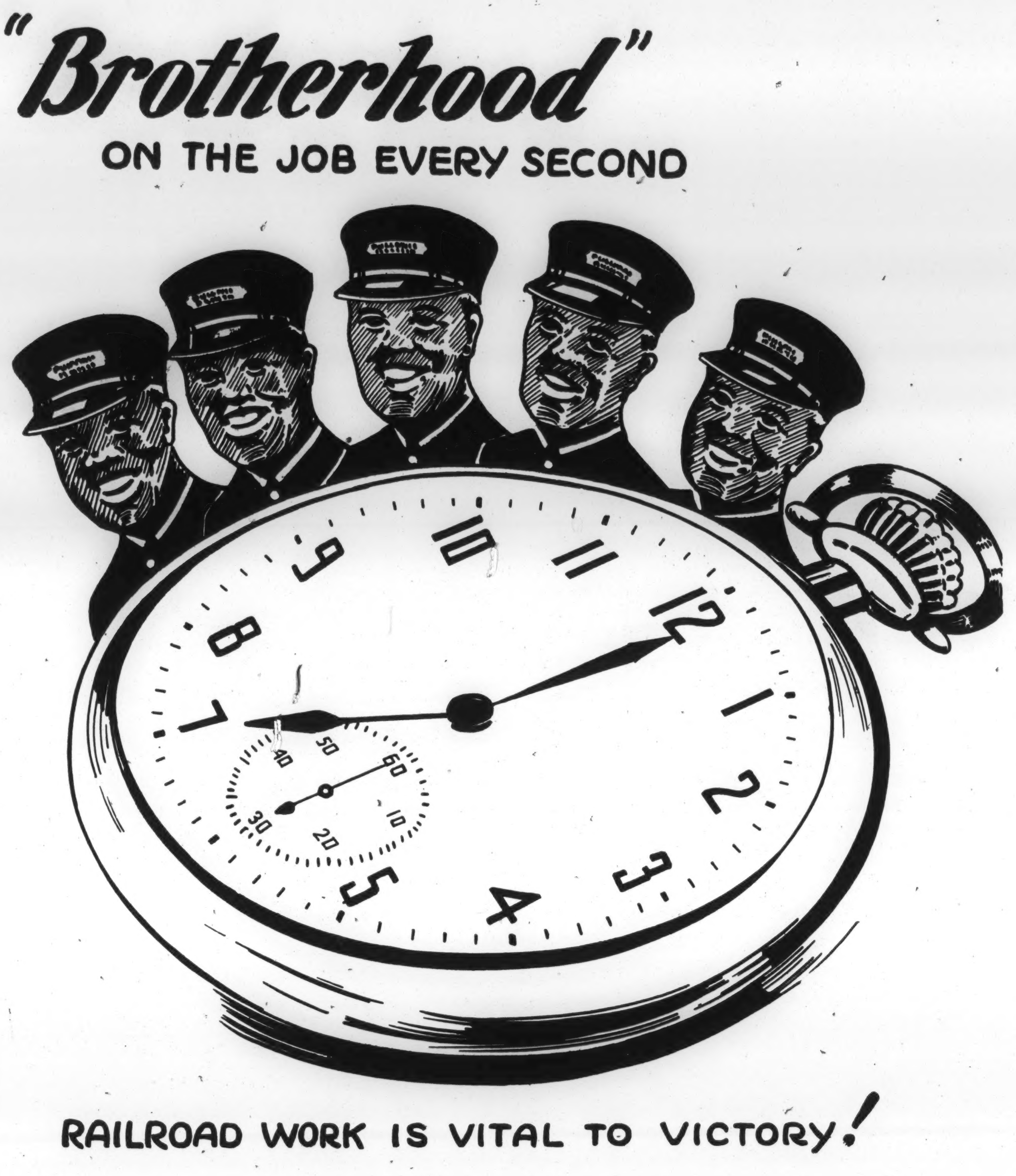
LOUISVILLE, KY., DIVISION

Left to Right: ***A. T. Taylor, First Vice-President; A. A. Hansbro, President; F. C. Rush, Secretary-Treasurer; C. H. Hendricks, President-Elect.***



LADIES' AUXILIARY OFFICERS, LOUISVILLE DIVISION

Seated—left to right: Mrs. Mable M. Reynolds, President; Mrs. Beatrice Church, Member Executive Committee; Mrs. Willie Rush, Secretayr-Treasurer. Standing—left to right: Mrs. Katherine McMillian, First Vice-President; Cecilia Roach, Second Vice-President.


"Brotherhood"
ON THE JOB EVERY SECOND
RAILROAD WORK IS VITAL TO VICTORY!

Congratulations on

YOUR SILVER JUBILEE ANNIVERSARY

A. F. of L. Central Trades and Labor Union of St. Louis and Vicinity

LOUIS J. RENSCHEN, President

JOHN I. ROLLINS, Executive Secretary

Compliments of . . .

MRS. LOUIS PAGE
MRS. WILLIAM HARRIS
MRS. ERNEST T. POOLE

Best Wishes on Your Silver Jubilee Anniversary and for Your Continued Success

BOOKER WASHINGTON HOTEL

209 N. Jefferson St. Louis, Mo.

We too
wish to salute a quarter
of a century of great
struggle and accomplishment
in behalf of economic and
racial equality against
the forces of exploitation
and discrimination.

March onward!

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New York 14, N. Y.

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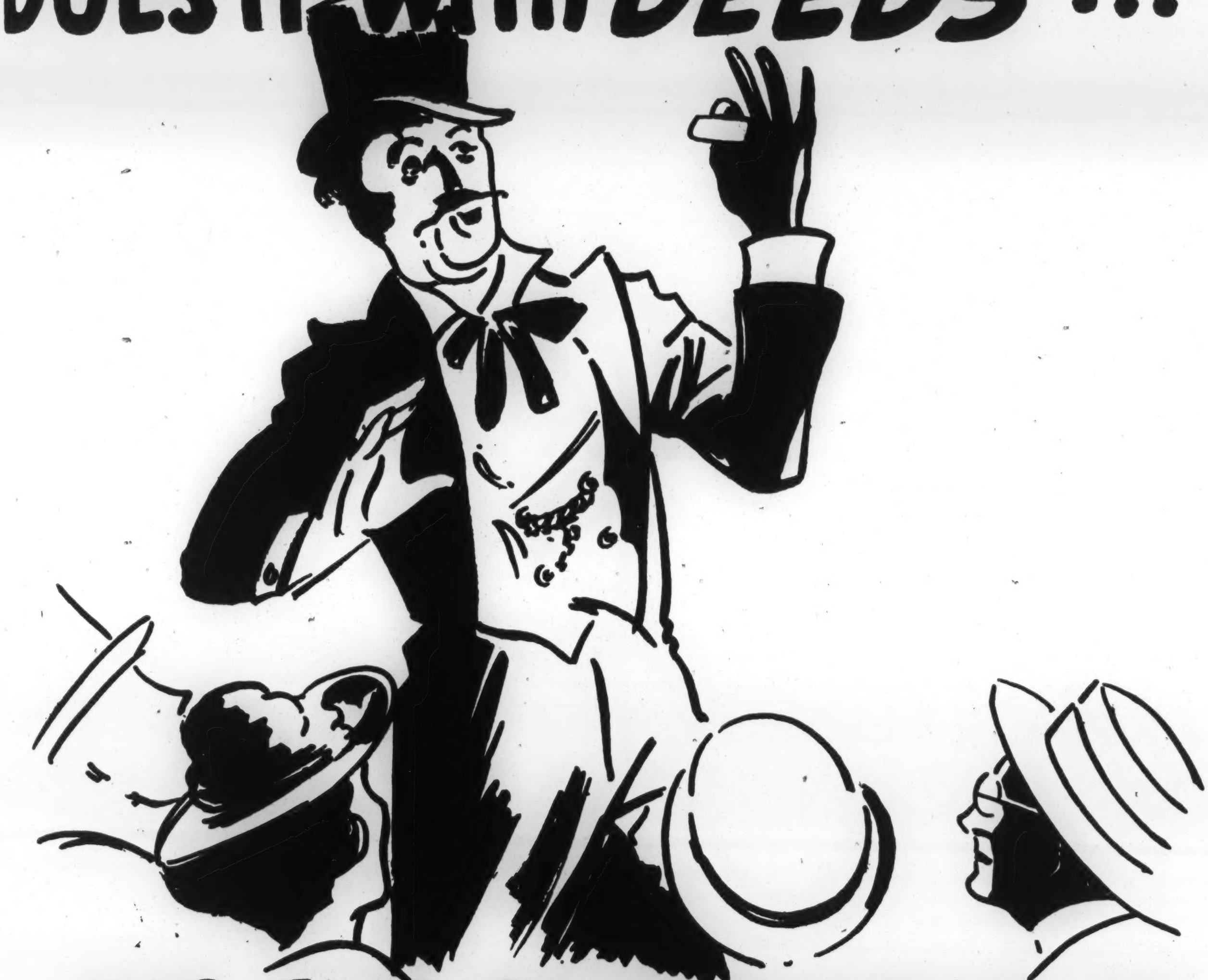
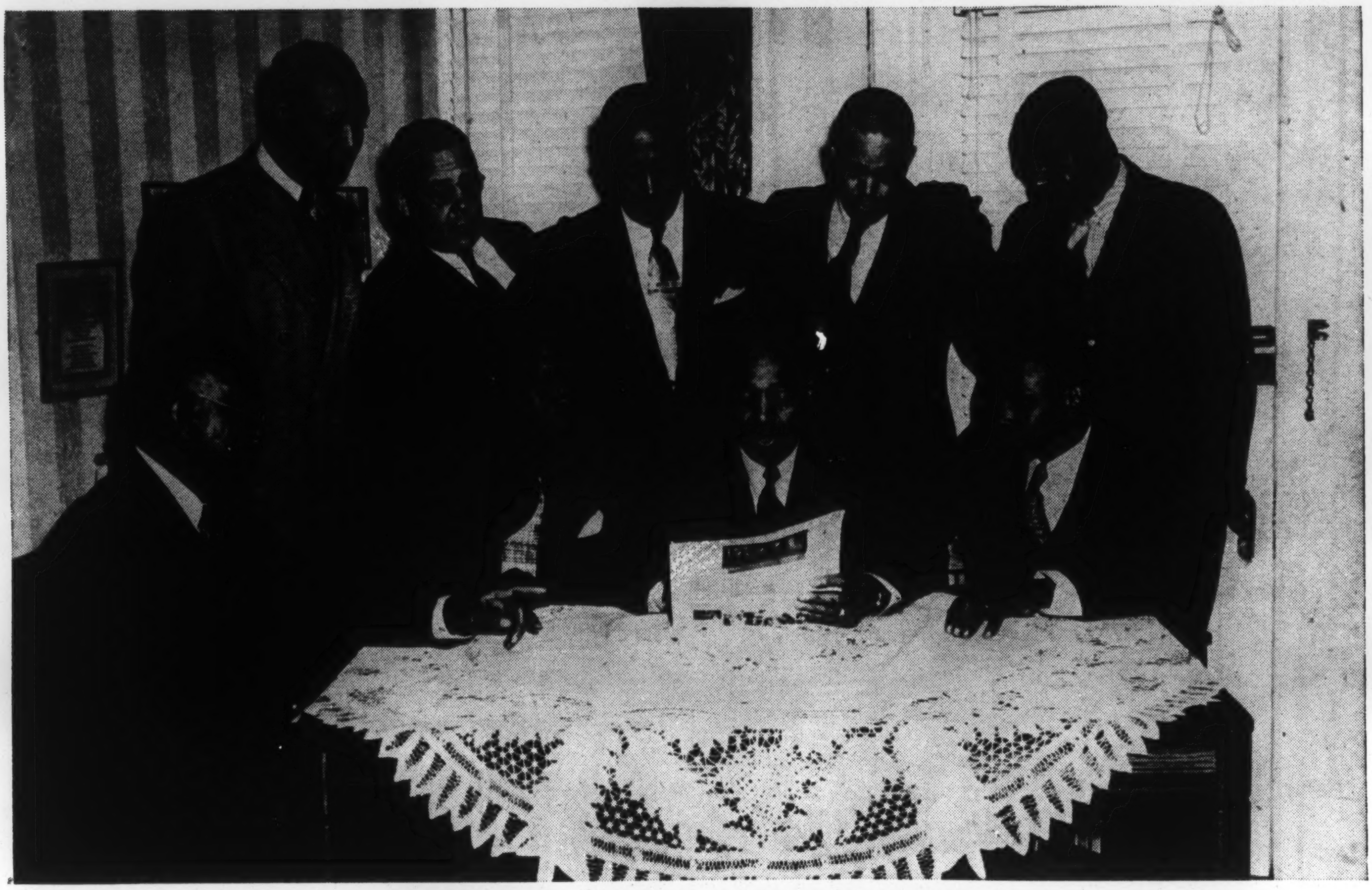
"THE MAGICIAN" DOES IT WITH TRICKS

The BROTHERHOOD
DOES IT WITH "DEEDS"...



FOR THE BETTERMENT OF
PULLMAN WORKERS

IN WAR ...
AS IN PEACE "UNITED



TWIN CITIES DIVISION EXECUTIVE BOARD

Seated—left to right: Frank Boyd, Secretary-Treasurer; B. H. Harvey, Member of Local Executive Board; L. G. Leverett, President; B. L. Morris, First Vice-President. Standing—left toright: L. Stewart, A. McWatt, J. L. Smith, R. L. Cox, and Joseph Kidd.

Twin Cities Division

JULY 1925. Many rumors were in national circulation about the activities that were in formation, and the organization of a Brotherhood of Sleeping Car Porters, under the leadership of Mr. A. Philip Randolph of New York City, N. Y.

Some of the St. Paul Porters who were in service between the Twin Cities and Chicago had made contact with some of the Chicago Porters who were interested in the new Organization and were informed by the Chicago Porters that there was opposition to the new organization by the management, and that all activities on the part of the Porters would have to be kept secret.

The late Brother W. Pucket of the Chicago Western District was in service between Chicago and Minneapolis. He kept the St. Paul men well informed about the progress that was being made in the east. These secret meetings were held about twice a month during Sept., Oct., Nov., and Dec. 1925 at the home of the late Paul C. Caldwell.

On January 11, 1936, the first meeting of the Twin Cities Division was held at Welcome Hall in St. Paul. Some of the men who attended this were dismissed from service for attending.

Some of those selfish cowards left the meeting and went directly to the St. Paul Pullman office and reported to Mr. Healy, superintendent of the Pullman Company, those who participated in the meeting and what was said.

The position of the management instead of intimidating the men served to increase their spirit, and their determination to fight the forces of inequity until justice is definitely and permanently established in the cause of their industrial relations with the management of the Pullman Company.

It was a long and desperate struggle between January 11, 1926 and June 21, 1934, when Congress amended the Railway Labor Act of 1926.

This action on the part of a few determined, fearless men is the most important legislation in behalf of the Negroes of America. Since the Proclamation of Emancipation by the Immortal Abraham Lincoln, September 22, 1862.

May 27, 1929 a Local Charter was Granted by
The American Federation of Labor do Grant this
Certification of Affiliation

Officers

Frank Boyd	Bailey L. Morris
Paul L. Caldwell	Augustus Owens
Robert B. Moulden	Ramsey M. Jackson

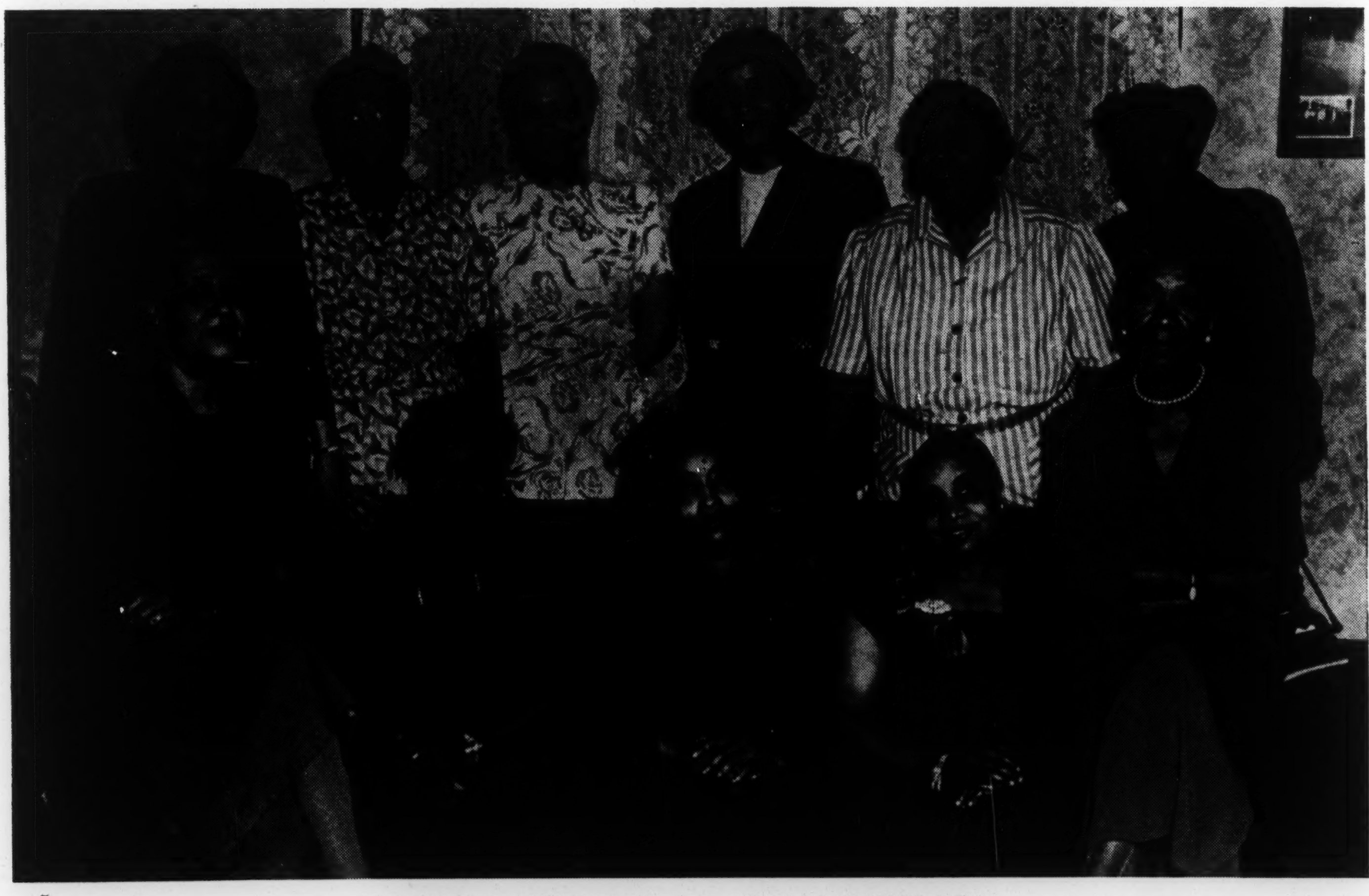
Alfred E. North

Sleeping Car Porters Union No. 18078
St. Paul and Minneapolis and Duluth, Minn.

Signed by
Wm. Green, President
F. Duffy, 1st Vice-President

LADIES' AUXILIARY, MINNEAPOLIS, MINN.

Seated—left to right: *Mattie Owens, Harriet C. Jones, Secretary-Treasurer; Eunice M. Leverett, President; Thelma Wade.* Standing—left to right: *Emma A. Gage, Josephine Murray, Minnie Rhodes.*



LADIES' AUXILIARY, ST. PAUL, MINNESOTA

Standing—left to right: Mrs. *Ailene McMillan, Recording Secretary;* Mrs. *Will Black, Executive Board;* Mrs. *Annesetta Ruffner, Executive Board;* Mrs. *Mary Garret, Executive Board;* Mrs. *Leona Goodman, Chairman Entertainment Committee;* Mrs. *Laura Foulkes, Executive Board.* Seated—left to right: Mrs. *Carry McWatt, Publicity Chairman;* Mrs. *Allie Hampton, Vice-President; Ella Archer, President; Lelia Jackson, Secretary-Treasurer; Alice Mayes, Membership Chairman.*

Ladies Auxiliary, St. Paul, Minn.

The St. Paul Ladies' Auxiliary to the BSCP was organized in 1925 at the YWCA, 598 W. Central Avenue, by our own International President, Brother A. Philip Randolph. It was named at that time, the Colored Women's Economic Council. Our first president was Mrs. Della Roberts. The Ladies' Auxiliary under this name, Colored Women's Economic Council, had four presidents. The second one was Mrs. Napolian Jackson, third Mrs. Regina Morris, fourth Mrs. Mal Maude Settles.

In 1938 the Ladies' Auxiliary became International, at that time Sister Carrie P. McWatt was elected president and Mrs. Carrie Lindsay, secretary-treasurer, who served well, and helped to increase Auxiliary membership. In 1940 Sister Ella Archer was elected president and Sister Lela M. Jackson, secretary-treasurer, and have held these offices ever since being elected again in July for another two years.

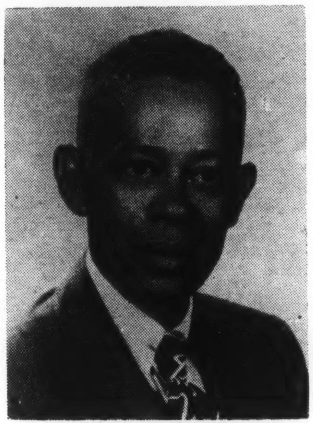
This Auxiliary has come a long ways through the dark days, although sometimes there were just enough to form a quorum, we decided we would stand if we had to stand alone.

Every year we have contributed to the rural schools program in West Virginia, scholarship toward sending some one to the labor school and all worthy causes promoted by the International Organization. We are proud to have had three members sent to the labor school in Madison, Wisconsin: Sister Lela M. Jackson, Sister Carrie P. McWatt and Sister Allie Hampton.

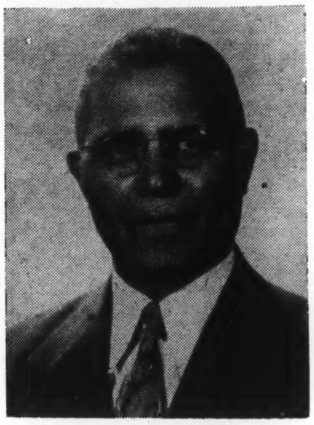
We are glad that a few members have been willing to help carry on this work. We have only one member who has kept faith and labored with this Organization for 25 years, Sister Lela M. Jackson, our secreary-treasurer.

We will put our strength together for the Auxiliary, and will never let anything destroy it.

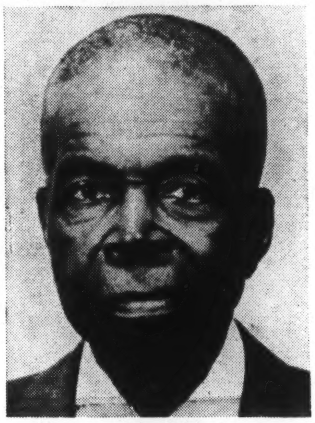
H. L. Norris, President
El Paso, Texas, Division



M. Moppins
Second Vice-President
El Paso, Texas



J. C. Martin
Secretary-Treasurer
El Paso, Texas



I. N. Nash
Texas and New Orleans
Division
Ennis, Texas

El Paso Division

The El Paso division was set up the 26th day of October, 1926, at which time we had only a few members during the Pullman Company fight against organized labor. All meetings and reports had to be kept secret. There also were a few porters who were afraid to become members lest they be dismissed from the service, and the few who were members sometimes failed to pay their dues.

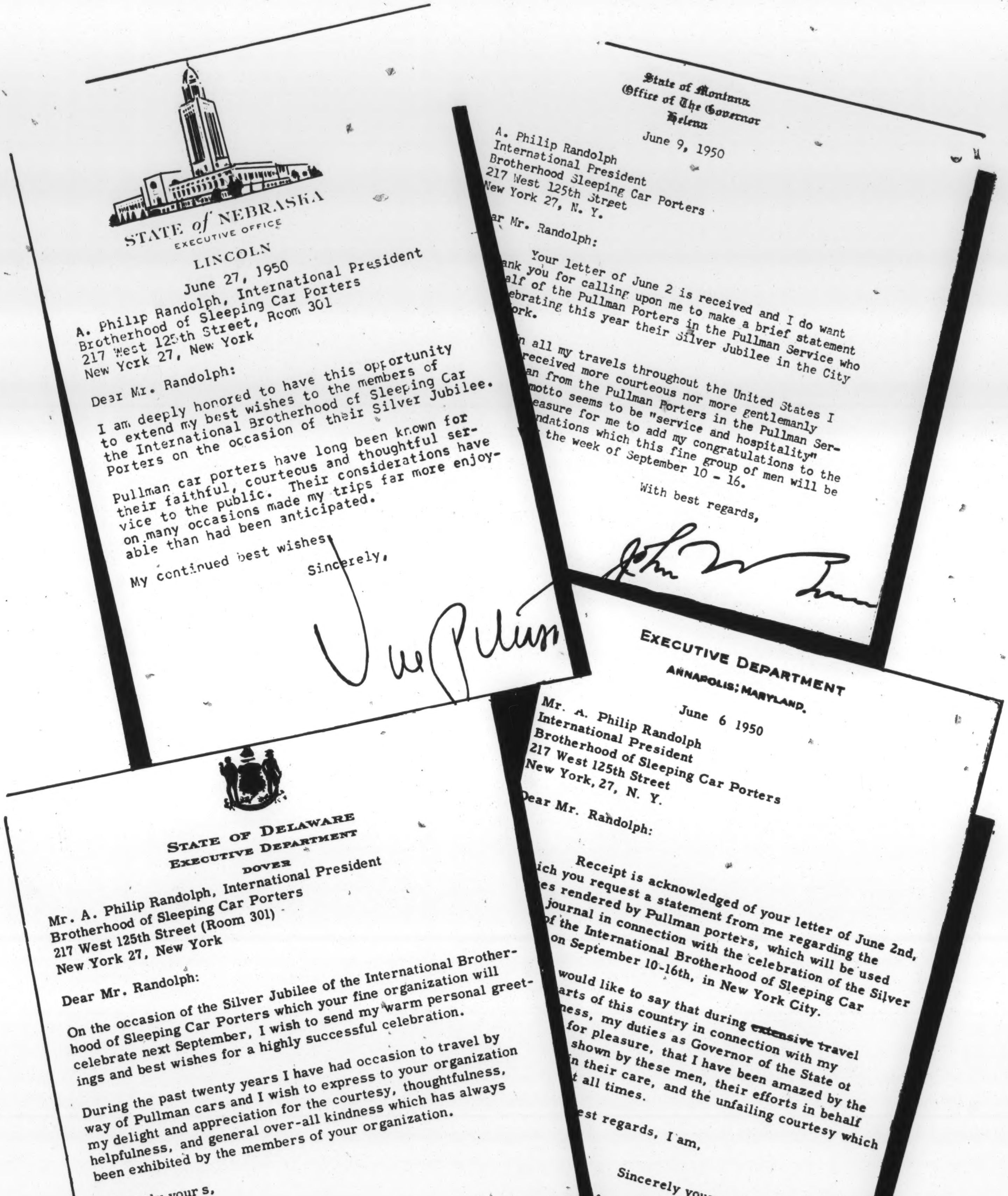
Every time a porter went out he worked under the fear of being written-up by someone, usually a Company Spotter. There was no such thing as first in and first out for the men on the extra board.

In the year 1937 the Brotherhood of Sleeping Car Porters signed an agreement with the Pullman Company on wages and rules governing working conditions. From then on conditions improved. At that time the wages were $67.50 for 400 hours. Today a porter can make $400 a month and we are proud to say we have been supporting the Brotherhood since the beginning. We have had many opportunities in winning hearings and having claims paid for porters who have been getting the run-around.

Today we find no fear among porters anywhere, and few men without protection of the Union.

El Paso, Texas

El Paso has train porters, Pullman and chair car attendants in the division. There is a Southern Pacific Chair Car Porter Division here with Edward Melton the local representative. Brother Melton was among the first to join and has been the unanimous choice of the men here for Local Representative during the entire existence of the Southern Pacific Division. While our membership is small, we have a dependable group. We take pride in our work and will never cease in our support of the miracles wrought by the Brotherhood.



STATE of NEBRASKA
EXECUTIVE OFFICE
LINCOLN

June 27, 1950

A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

I am deeply honored to have this opportunity to extend my best wishes to the members of the International Brotherhood of Sleeping Car Porters on the occasion of their Silver Jubilee.

Pullman car porters have long been known for their faithful, courteous and thoughtful service to the public. Their considerations have on many occasions made my trips far more enjoyable than had been anticipated.

My continued best wishes.

Sincerely,

State of Montana
Office of The Governor
Helena

June 9, 1950

A. Philip Randolph
International President
Brotherhood Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

ar Mr. Randolph:

Your letter of June 2 is received and I do want ank you for calling upon me to make a brief statement alf of the Pullman Porters in the Pullman Service who ebrating this year their Silver Jubilee in the City ork.

n all my travels throughout the United States I received more courteous nor more gentlemanly an from the Pullman Porters in the Pullman Ser- motto seems to be "service and hospitality" easure for me to add my congratulations to the ndations which this fine group of men will be the week of September 10 - 16.

With best regards,

EXECUTIVE DEPARTMENT
ANNAPOLIS, MARYLAND.

June 6 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, 27, N. Y.

Dear Mr. Randolph:

Receipt is acknowledged of your letter of June 2nd, ich you request a statement from me regarding the es rendered by Pullman porters, which will be used journal in connection with the celebration of the Silver of the International Brotherhood of Sleeping Car on September 10-16th, in New York City.

would like to say that during ~~extensive~~ travel arts of this country in connection with my ness, my duties as Governor of the State of for pleasure, that I have been amazed by the shown by these men, their efforts in behalf n their care, and the unfailing courtesy which t all times.

est regards, I am,

Sincerely yours,

Preston Lane

STATE OF DELAWARE
EXECUTIVE DEPARTMENT
DOVER

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York

Dear Mr. Randolph:

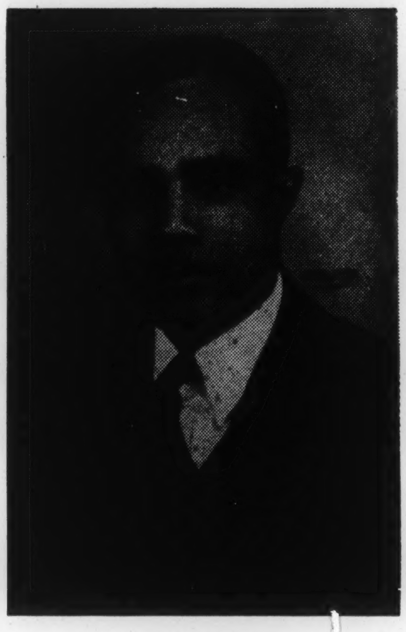
On the occasion of the Silver Jubilee of the International Brotherhood of Sleeping Car Porters which your fine organization will celebrate next September, I wish to send my warm personal greetings and best wishes for a highly successful celebration.

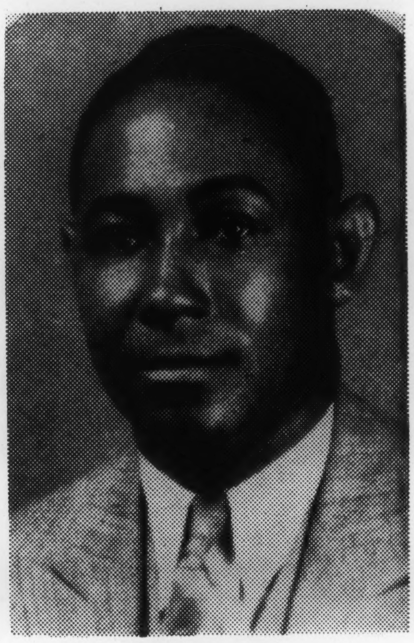
During the past twenty years I have had occasion to travel by way of Pullman cars and I wish to express to your organization my delight and appreciation for the courtesy, thoughtfulness, helpfulness, and general over-all kindness which has always been exhibited by the members of your organization.

Sincerely your s,

Elbert N. Carvel
Governor of Delaware

G. W. Rainey
Local President
San Antonio Division

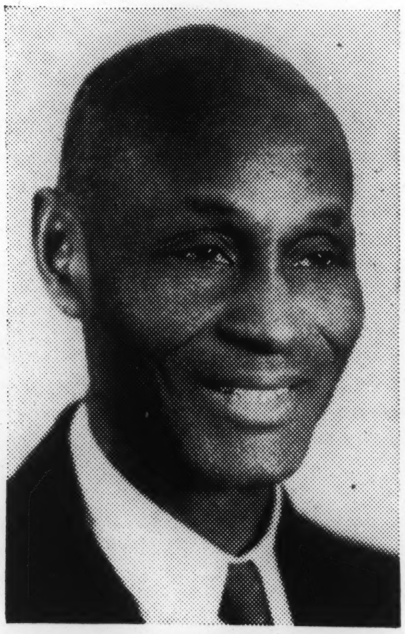

J. B. Caviness
Secretary-Treasurer
San Antonio Division

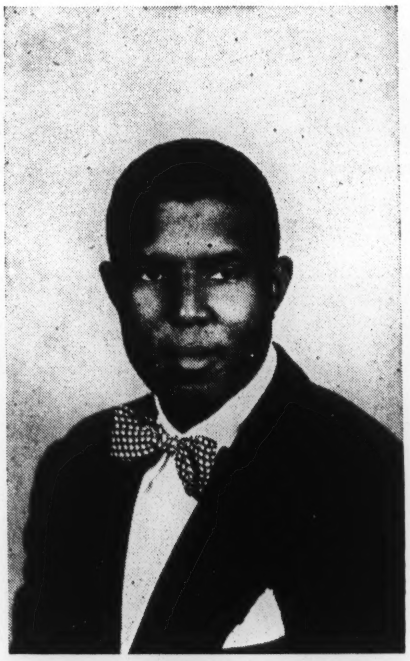

A. H. Johnson
Public Relations—Grievances
San Antonio Division

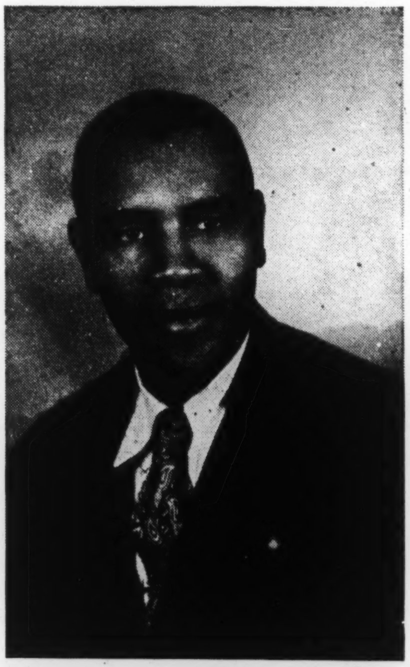
San Antonio Division

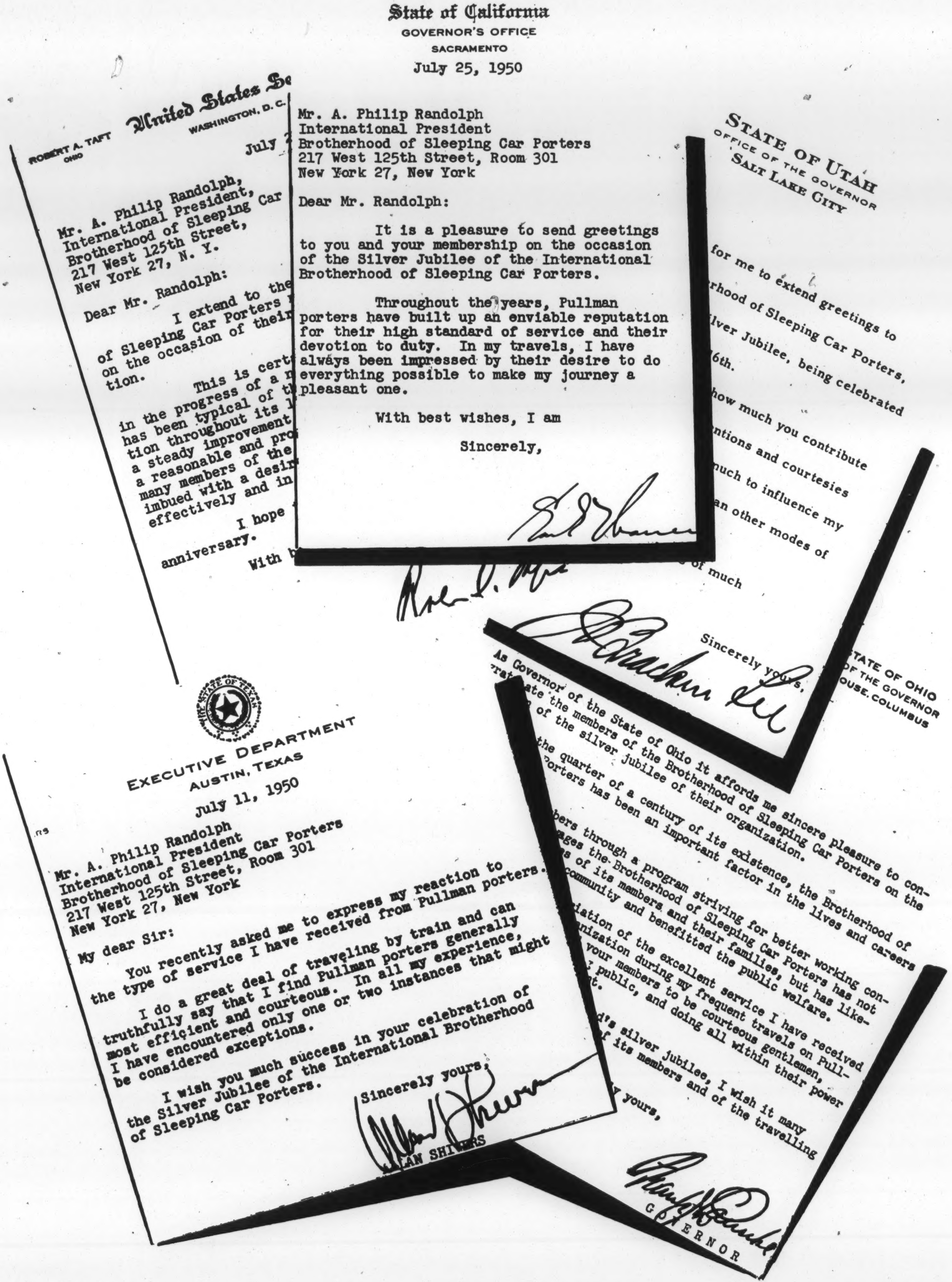
The San Antonio Division was first organized in San Antonio in 1935, under the leadership of N. L. Flaggs as president, and William Smallwood as secretary-treasurer. Since that time the Division has progressed under the leadership of Will Williams, president, and J. B. Caviness, secretary-treasurer.

In 1944 the San Antonio Division established headquarters so the members could use it for recreational games and hold their meetings. Today under the leadership of Brother G. W. Rainey as president, the Division is still progressing. We have become an established agency in the community and feel proud of our contributions.


D. N. Turner (Retired)
Manager Local Headquarters
San Antonio Division


G. N. Gray
First Vice-President
San Antonio Division


M. Hodge
Chairman Entertainment Committee
San Antonio Division



ROBERT A. TAFT
OHIO

United States Se
WASHINGTON, D. C.

July

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car
217 West 125th Street,
New York 27, N. Y.

Dear Mr. Randolph:

I extend to the
of Sleeping Car Porters
on the occasion of their
tion.

This is cert
in the progress of a
has been typical of t
tion throughout its
a steady improvement
a reasonable and pro
many members of the
imbued with a desi
effectively and in

I hope
anniversary.

With b

State of California
GOVERNOR'S OFFICE
SACRAMENTO

July 25, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

It is a pleasure to send greetings to you and your membership on the occasion of the Silver Jubilee of the International Brotherhood of Sleeping Car Porters.

Throughout the years, Pullman porters have built up an enviable reputation for their high standard of service and their devotion to duty. In my travels, I have always been impressed by their desire to do everything possible to make my journey a pleasant one.

With best wishes, I am

Sincerely,

Earl Warren

STATE OF UTAH
OFFICE OF THE GOVERNOR
SALT LAKE CITY

for me to extend greetings to
rhood of Sleeping Car Porters,
lver Jubilee, being celebrated
6th.

how much you contribute
ntions and courtesies
uch to influence my
an other modes of
of much

Sincerely yours,

J. Bracken Lee

EXECUTIVE DEPARTMENT
AUSTIN, TEXAS

July 11, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

My dear Sir:

You recently asked me to express my reaction to the type of service I have received from Pullman porters.

I do a great deal of traveling by train and can truthfully say that I find Pullman porters generally most efficient and courteous. In all my experience, I have encountered only one or two instances that might be considered exceptions.

I wish you much success in your celebration of the Silver Jubilee of the International Brotherhood of Sleeping Car Porters.

Sincerely yours,

Allan Shivers
LLAN SHIVERS

STATE OF OHIO
OF THE GOVERNOR
OUSE, COLUMBUS

As Governor of the State of Ohio it affords me sincere pleasure to con-
ratulate the members of the Brotherhood of Sleeping Car Porters on the
of the silver jubilee of their organization.

the quarter of a century of its existence, the Brotherhood of
Porters has been an important factor in the lives and careers
bers through a program striving for better working con-
ages the Brotherhood of Sleeping Car Porters has not
s of its members and their families, but has like-
community and benefitted the public welfare.

iation of the excellent service I have received
nization during my frequent travels on Pull-
your members to be courteous gentlemen,
public, and doing all within their power
t.

d's silver jubilee, I wish it many
f its members and of the travelling

y yours,

Frank J. Lausche
GOVERNOR

LADIES' AUXILIARY, FORT WORTH, TEXAS

***Sitting—left to right:** Lillian Brown, President; W. B. Lacy, Vice-President; Bertha L. Bell, Secretary-Treasurer; Ellen P. Hampton, Recording Secretary. **Standing—left to right:** Arline Sims, Second Vice-President; Indiana M. Green, Member of Executive Board and Educational Committee Chairman.*

Ladies Auxiliary, Fort Worth, Texas

The Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters, Fort Worth Division, was organized May 8, 1938, by Brother T. D. McNeal, International Field Organizer of St. Louis, Mo., in the home of Brother and Sister Lonnie Hampton, 1115 East Humbolt Street.

The following officers were elected, namely: Sisters C. M. Jones, President; Minnie Williams (deceased), Vice-President; Ellen P. Hampton, Secretary; Katie McGowan (deceased), Treasurer, and other officers who names are not recalled. The membership consisted of fourteen ladies. These ladies suffered many hardships in building the membership during the early years.

These members held their respective offices for a term of two years and when the second election was held in 1940, Sister H. J. Anderson was elected President; Sister Rose Ann Lyons, Vice-President; Sister Julia Walls, Secretary-Treasurer, along with others officers to fill the various places. Sister Anderson served as President of the Organization for one year and then resigned. Sister Lyons, who at that time was Vice-President, finished the unexpired term of Sister Anderson.

In 1942 the following sisters were elected: Rose Ann Lyons, President; Arline Sims, Vice-President; W. B. Lacy, Secretary-Treasurer; H. M. Hudson, Recording Secretary, as well as the Executive Board and the Auditing Committee. These officers held their positions for two consecutive terms. During this time the membership increased rapidly.

In 1946, Sister Lillian Brown was elected President; Sister Claralyn Hudnall, Secretary-Treasurer; Sister Anna Batie, Vice-President; Sister Juanita Reese, Recording Secretary. Other electoral and appointed officers included an Educational Committee. Under the splendid leadership of Sister Brown and the wonderful cooperation of the membership, we have made many worthwhile accomplishments, such as a university scholarship awarded to our Educational Chairman, Sister Indiana M. Green, which has been very beneficial to the membership in acquainting it with the history of the Labor Movement.

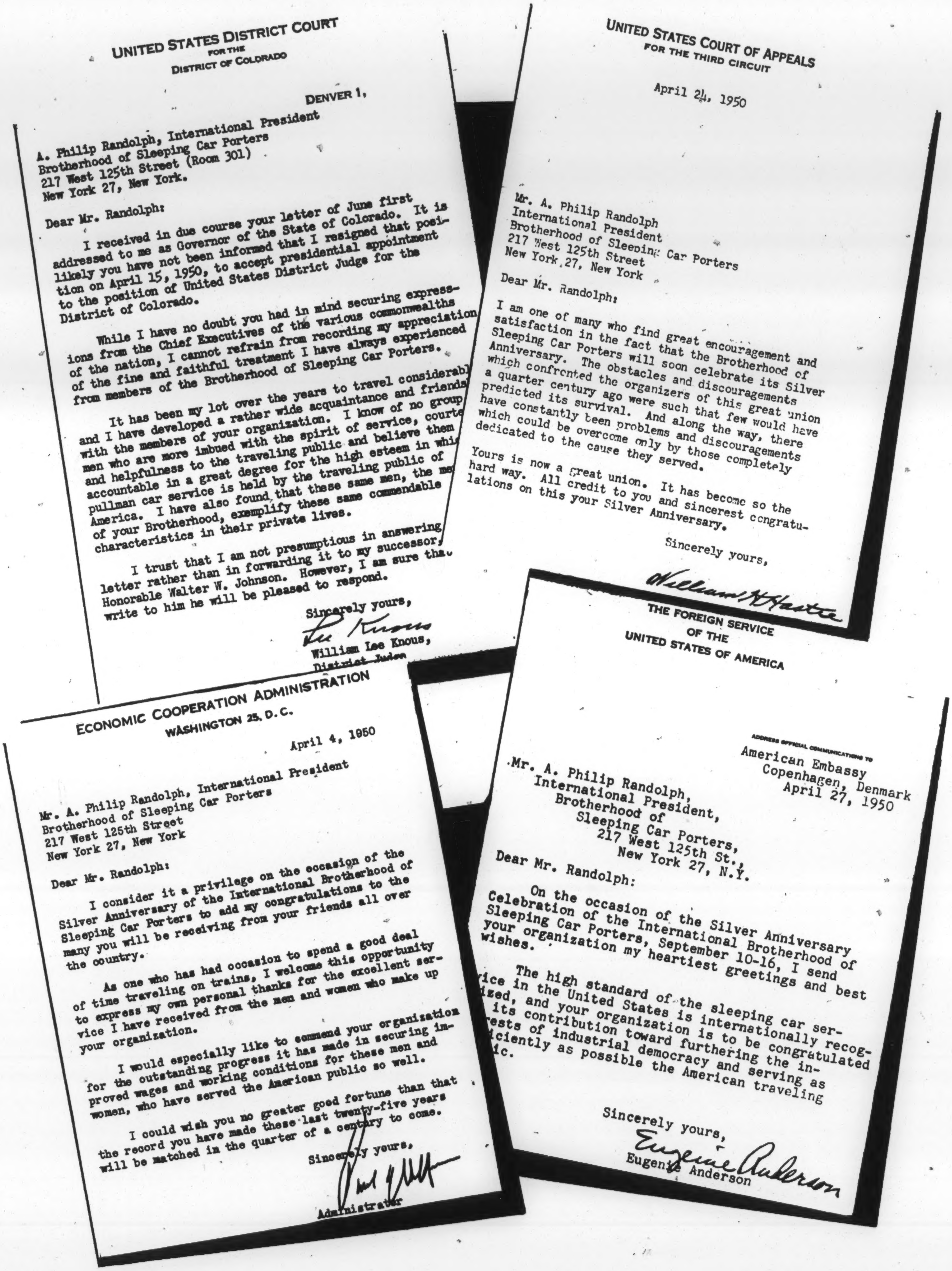
In 1948 the same staff of officers was re-elected, with the exception of a Vice-President, namely, Sister Lillian Dunn.

In 1950, the implicit confidence that the membership held in sister Brown, she was re-elected unanimously to serve for a third term. Other officers' names are as follows: Sisters W. B. Lacy, First Vice-President, Arline Sims, Second Vice-President, Bertha L. Bell, Secretary-Treasurer, Ellen P. Hampton, Recording Secretary.

AUDITING COMMITTEE	EXECUTIVE BOARD
Claralyn Hudnall	Snodie Hutchison
Lillian Dunn	Juanita Reese
Arline Sims	Annie Daniel
	Indiana M. Green
	Hettie Edmond, *Chairman*

APPOINTED OFFICERS

Thelman McDermott, Chaplain
Ossie M. Toliver, Poteress
Lillian Dunn, Sentinel
Hattie Perie, Entertainment Committee Chairman
Julia Walls, Benevolent
Lucile Montgomery, Reporter
Indiana M. Green, Chairman Educational Committee



UNITED STATES DISTRICT COURT
FOR THE
DISTRICT OF COLORADO

DENVER 1,

A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York.

Dear Mr. Randolph:

I received in due course your letter of June first addressed to me as Governor of the State of Colorado. It is likely you have not been informed that I resigned that position on April 15, 1950, to accept presidential appointment to the position of United States District Judge for the District of Colorado.

While I have no doubt you had in mind securing expressions from the Chief Executives of the various commonwealths of the nation, I cannot refrain from recording my appreciation of the fine and faithful treatment I have always experienced from members of the Brotherhood of Sleeping Car Porters.

It has been my lot over the years to travel considerabl and I have developed a rather wide acquaintance and friends with the members of your organization. I know of no group men who are more imbued with the spirit of service, courte and helpfulness to the traveling public and believe them accountable in a great degree for the high esteem in whi pullman car service is held by the traveling public of America. I have also found that these same men, the me of your Brotherhood, exemplify these same commendable characteristics in their private lives.

I trust that I am not presumptuous in answering letter rather than in forwarding it to my successor, Honorable Walter W. Johnson. However, I am sure tha write to him he will be pleased to respond.

Sincerely yours,

Lee Knous

William Lee Knous,
District Judge

UNITED STATES COURT OF APPEALS
FOR THE THIRD CIRCUIT

April 24, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

I am one of many who find great encouragement and satisfaction in the fact that the Brotherhood of Sleeping Car Porters will soon celebrate its Silver Anniversary. The obstacles and discouragements which confronted the organizers of this great union a quarter century ago were such that few would have predicted its survival. And along the way, there have constantly been problems and discouragements which could be overcome only by those completely dedicated to the cause they served.

Yours is now a great union. It has become so the hard way. All credit to you and sincerest congratulations on this your Silver Anniversary.

Sincerely yours,

William H Hastie

ECONOMIC COOPERATION ADMINISTRATION
WASHINGTON 25, D.C.

April 4, 1950

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Randolph:

I consider it a privilege on the occasion of the Silver Anniversary of the International Brotherhood of Sleeping Car Porters to add my congratulations to the many you will be receiving from your friends all over the country.

As one who has had occasion to spend a good deal of time traveling on trains, I welcome this opportunity to express my own personal thanks for the excellent service I have received from the men and women who make up your organization.

I would especially like to commend your organization for the outstanding progress it has made in securing improved wages and working conditions for these men and women, who have served the American public so well.

I could wish you no greater good fortune than that the record you have made these last twenty-five years will be matched in the quarter of a century to come.

Sincerely yours,

Administrator

THE FOREIGN SERVICE
OF THE
UNITED STATES OF AMERICA

ADDRESS OFFICIAL COMMUNICATIONS TO
American Embassy
Copenhagen, Denmark
April 27, 1950

Mr. A. Philip Randolph,
International President,
Brotherhood of
Sleeping Car Porters,
217 West 125th St.,
New York 27, N.Y.

Dear Mr. Randolph:

On the occasion of the Silver Anniversary Celebration of the International Brotherhood of Sleeping Car Porters, September 10-16, I send your organization my heartiest greetings and best wishes.

The high standard of the sleeping car ser-
vice in the United States is internationally recog-
ized, and your organization is to be congratulated
its contribution toward furthering the in-
rests of industrial democracy and serving as
ciently as possible the American traveling
ic.

Sincerely yours,

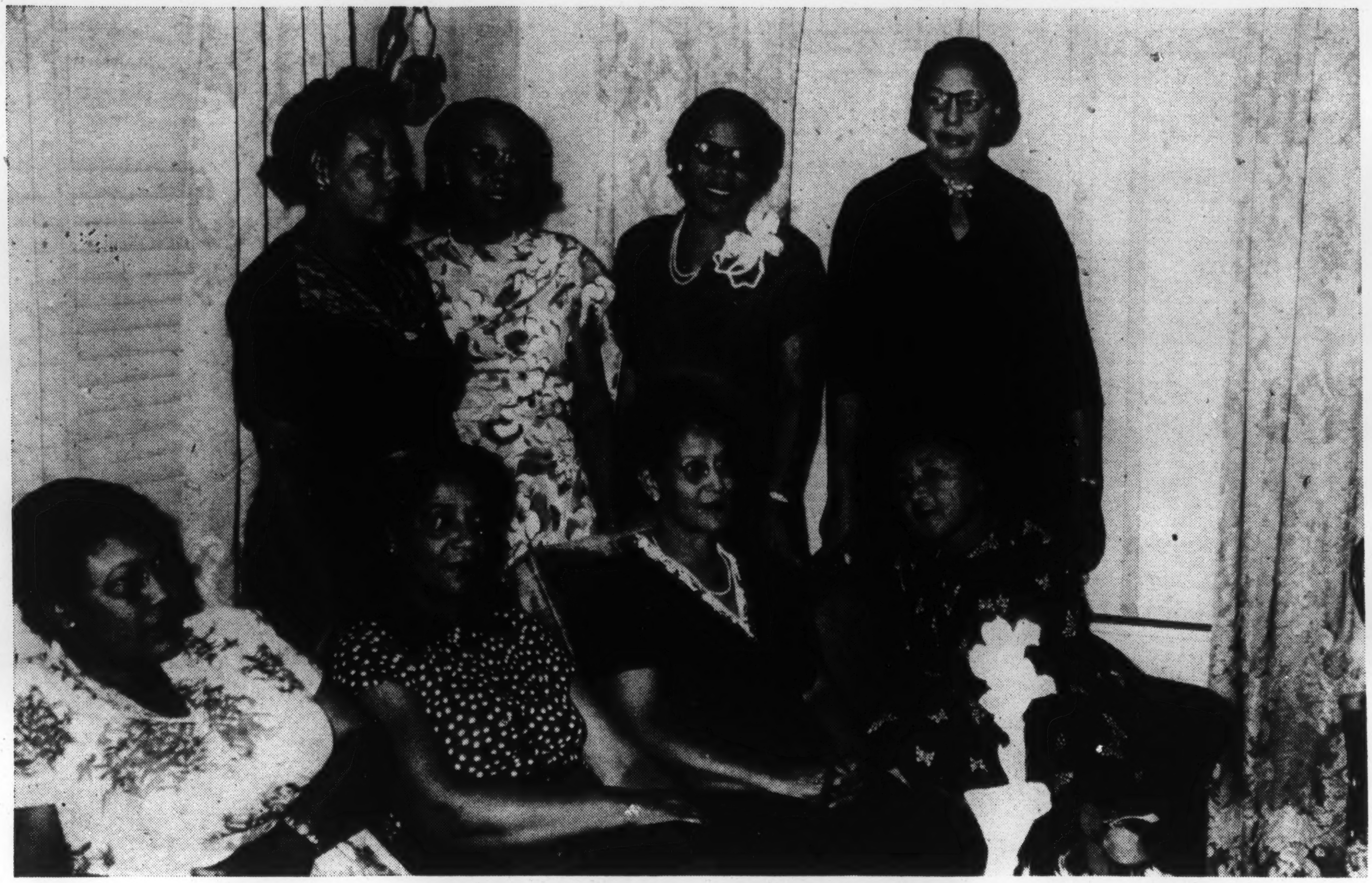
Eugenie Anderson

Eugenie Anderson

OFFICERS AND MEMBERS, LADIES AUXILIARY, EL PASO, TEXAS

TEXAS & PACIFIC TRAIN PORTERS LOCAL NO. 2

Standing—left to right: *Robert Morten, Houston Dodd.* **Seated—left to right:** *Perry Hollins, General Chairman; Saul Robinson, W. M. Collier, Alfonso McLemore.*



LADIES' AUXILIARY, HOUSTON, TEXAS

Seated—left to right: *Louis Myers, President; John Ethel White, Secretary-Treasurer; Dona Jenkins, First Vice-President; Lillian Isaacs Benjamin, Recording Secretary.* **Standing—left to right:** *Ida Williams McCalley, Mary Ellen Philps, Aline Perry, Alma Jesse*

Texas and New Orleans Division

Texas and New Orleans train and coach porters were organized at Houston and San Antonio, Texas, October 8, 1947, by Brother T. D. McNeal, Internatonal Field Organizer of the Brotherhood of Sleeping Car Porters.

It was not an easy job to get the train and coach porters organized into the Brotherhood of Sleeping Car Porters Organization. We had quite a number of stumbling blocks in our pathway. We had at that time the CIO UTSEA that was out among our group, making all kinds of promises, due to the fact that the CIO had guaranteed the train and coach porters everything on the railroad and had some of our group believing it. In order to get ahead and be safe we put out about sixty authorization cards of the Brotherhood of Sleeping Car Porters, had them all signed and collected over 51 per cent of the joining fee. Therefore we were able to get out in the lead of the CIO and won the election by a majority of votes.

We are happy to say that from October, 1947, Local 12 has been on the march. Under the leadership of Brothers Clyde Lewis, General Chairman, and W. E. Lucas, Secretary-Treasurer, we are still going forward. Hats off to Brothers Randolph, Webster, Bradley and McNeal and other officers for a bigger and better Brotherhood for porters on railroads throughout the nation.

On the other hand, what part of the role must the train and coach porter play? Well, take this little tip from our financial brothers: Pay your dues and national tax promptly, as required of you. Let us respond to our duty to the Brotherhood 100 per cent. Make yourself a committeeman. Talk to every porter about the Brotherhood. If you are behind in your dues and national tax, tighten up by paying up, and if you are not a member join today and go the Brotherhood of Sleeping Car Porters way.

Remember, together we stand, but divided we fall. It will take every porter's help to support the Brotherhood in our fights and efforts to save the train porters on the railroads today. We are now receiving a vacation of 12 days with pay and we are being recognized as a labor organization on the Texas & New Orleans Railroad because we are organized in the Brotherhood.

R. D. Agent
Texas and New Orleans
Division
Ennis, Texas

Sam Darrett
Texas and New Orleans
Division
Ennis, Texas

EXECUTIVE BOARD MEMBERS, WASHINGTON, D. C.

Left to right—A. C. Speight, President; G. A. Slade, First Vice-President; B. W. Thomas, Secretary-Treasurer; Edward Craig, T. F. Gilmore, M. J. Banks, Executive Board Members.

Washington, D. C., Division

In the beginning of the crusade to organize Pullman porters with a bonafide labor union in 1925, Washington, D. C., became one of the battle grounds. Pete Anthony assumed the role of leadership but was soon fired and S. J. McClelland became the active organizing force, supported by Sister Rosina C. Tucker, now the International Secretary-Treasurer for the Ladies Auxilary.

Through underhand blows of the Company, many of the porters who embraced the message of the Brotherhood fell by the wayside. Today, a strong and stable local division exists in the capital of the nation with able, competent and loyal men giving it direction.

The Washington Division will continue to make its fine contributions to the Organization under the leadership of Brothers A. C. Speight, President; W. H. Thomas, Secretary-Treasurer, and with men like B. C. Massey, W. S. Calloway, J. E. Clayborne, J. W. Ridley, R. A. Robinson, George A. Slade, R. H. Smith, Dewey Ulmer, W. A. Douglas, W. A. King, R. D. Elliott, W. A. Moore, Ed Craig and many other fine, loyal and devoted brothers.

Congratulations from . . .

The National Alliance of Postal Employees

now in its 37th year of labor for equality for all postal employees, is happy to felicitate the Brotherhood of Sleeping Car Porters on the occasion of its 25th Anniversary. You have blazed a trail that will ever be free of fascist or communist underbrush. We fight in the same battle.

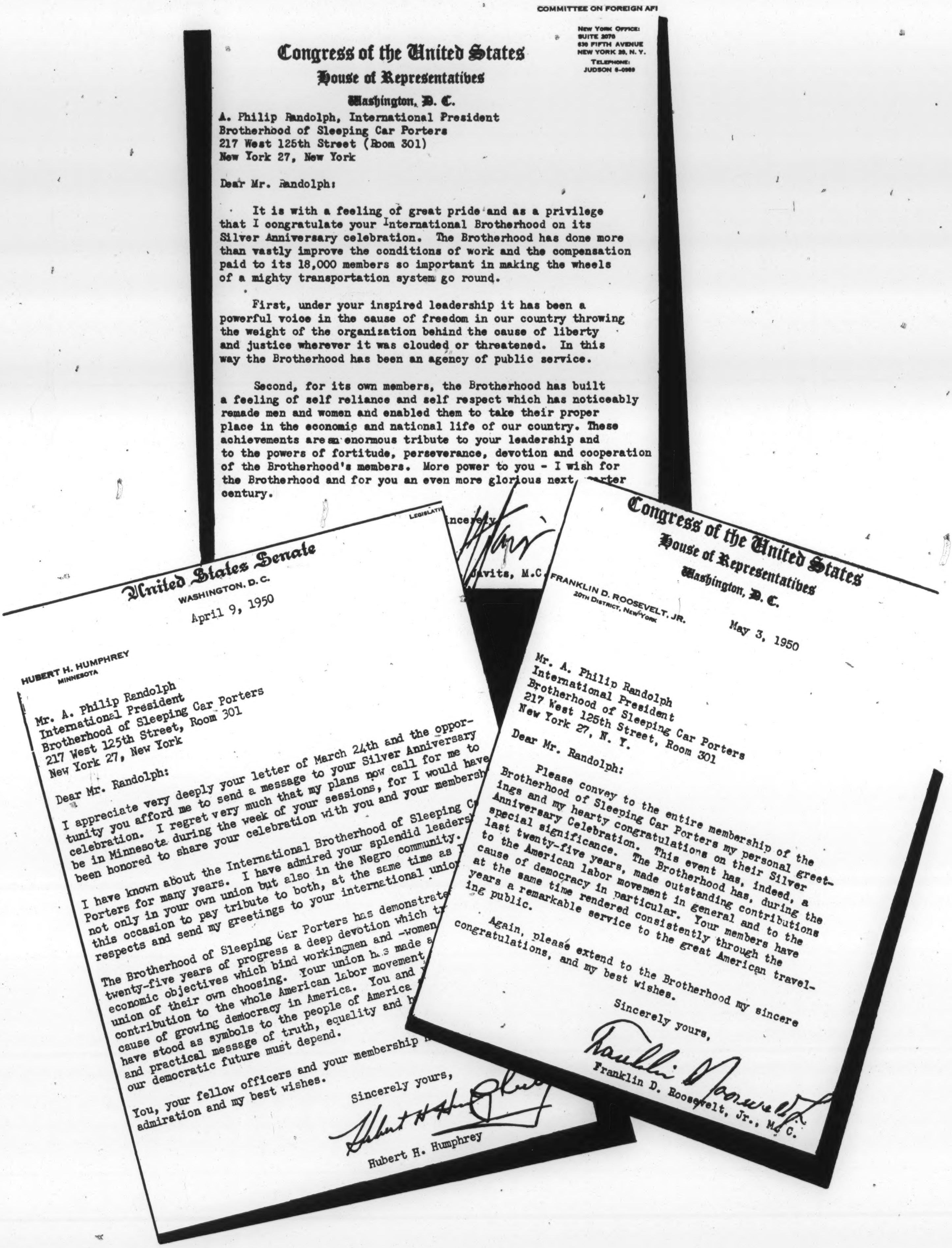
Fraternally yours,

ASHBY B. CARTER
President

Compliments to . . .

The contributions which the Brotherhood have made to the industrial, cultural and spiritual advancement of our people are too well know to be enumerated. In its zeal not only to advance the cause of the working man, but to gain for all underprivileged minorities the full benefits of a first class citizenship, the Brotherhood of Sleeping Car Porters has earned the thanks of our nation.

THURMAN L. DODSON
Formerly National Board March on Washington Movement
Past President National Bar Ass'n.
Member Nat'l Council for F.E.P.C.



COMMITTEE ON FOREIGN AF

New York Office:
Suite 2070
630 Fifth Avenue
New York 20, N. Y.
Telephone:
Judson 6-0969

Congreſs of the United States
House of Representatives
Washington, D. C.

A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York

Dear Mr. Randolph:

It is with a feeling of great pride and as a privilege that I congratulate your International Brotherhood on its Silver Anniversary celebration. The Brotherhood has done more than vastly improve the conditions of work and the compensation paid to its 18,000 members so important in making the wheels of a mighty transportation system go round.

First, under your inspired leadership it has been a powerful voice in the cause of freedom in our country throwing the weight of the organization behind the cause of liberty and justice wherever it was clouded or threatened. In this way the Brotherhood has been an agency of public service.

Second, for its own members, the Brotherhood has built a feeling of self reliance and self respect which has noticeably remade men and women and enabled them to take their proper place in the economic and national life of our country. These achievements are an enormous tribute to your leadership and to the powers of fortitude, perseverance, devotion and cooperation of the Brotherhood's members. More power to you - I wish for the Brotherhood and for you an even more glorious next quarter century.

incerely

Javits, M.C.

LEGISLATI

United States Senate
WASHINGTON, D. C.

April 9, 1950

HUBERT H. HUMPHREY
MINNESOTA

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Mr. Randolph:

I appreciate very deeply your letter of March 24th and the oppor-
tunity you afford me to send a message to your Silver Anniversary
celebration. I regret very much that my plans now call for me to
be in Minnesota during the week of your sessions, for I would have
been honored to share your celebration with you and your membersh

I have known about the International Brotherhood of Sleeping C
Porters for many years. I have admired your splendid leadersh
not only in your own union but also in the Negro community.
this occasion to pay tribute to both, at the same time as
respects and send my greetings to your international unio

The Brotherhood of Sleeping Car Porters has demonstrate
twenty-five years of progress a deep devotion which t
economic objectives which bind workingmen and -women
union of their own choosing. Your union has made a
contribution to the whole American labor movement
cause of growing democracy in America. You and
have stood as symbols to the people of America
and practical message of truth, equality and h
our democratic future must depend.

You, your fellow officers and your membership
admiration and my best wishes.

Sincerely yours,

Hubert H. Humphrey

Hubert H. Humphrey

Congreſs of the United States
House of Representatives
Washington, D. C.

FRANKLIN D. ROOSEVELT, JR.
20th District, New York

May 3, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, N. Y.

Dear Mr. Randolph:

Please convey to the entire membership of the Brotherhood of Sleeping Car Porters my personal greetings and my hearty congratulations on their Silver Anniversary Celebration. This event has, indeed, a special significance. The Brotherhood has, during the last twenty-five years, made outstanding contributions to the American labor movement in general and to the cause of democracy in particular. Your members have at the same time rendered consistently through the years a remarkable service to the great American traveling public.

Again, please extend to the Brotherhood my sincere congratulations, and my best wishes.

Sincerely yours,

Franklin D. Roosevelt

Franklin D. Roosevelt, Jr., M. C.

LADIES AUXILIARY, WASHINGTON, D. C.

Ladies Auxiliary, Washington, D. C.

In late nineteen twenty-five (1925), a few porters' wives were called together to discuss the idea of organizing themselves to assist and encourage the Pullman Porters who had just decided to join the Brotherhood of Sleeping Car Porters for better wages and improved working conditions.

The meeting was held at the home of Mrs. Rosina C. Tucker, who had received all information and had been appointed by Brother A. Philip Randolph as organizer. Fourteen women were present and organized "The Women's Economic Council." The officers elected were as follows:

Mrs. Rosina C. Tucker, President; Mrs. Alice Anderson, Vice-President; Mrs. Nannie Turpin, Recording Secretary; Mrs. Lottie T. Moore, Secretary; Mrs. Elizabeth V. Craig, Corresponding Secretary, and Mrs. Clara Lockley, Treasurer.

Members were: Mrs. Julia Sartor, Mrs. Carrie Temely, Mrs. W. E. Coleman, Mrs. Anna Green, Mrs. Anna McCottry, Mrs. P. A. Anthony, Mrs. Letitia Lewis.

Mrs. Tucker kept the men as well as the women informed as to the progress of the movement. The Washington Council was very active in contacting other porters and wives to the extent that the Washington Division was one of the strongest Divisions in the National setup, in spite of the fact that many porters were afraid.

Even before the Council became the Ladies Auxiliary, it had done splendid work aiding other groups to organize and aiding them financially. The Washington Auxiliary has had two presidents, Mrs. Rosina C. Tucker and Mrs. Elizabeth V. Craig.

Personal Greetings—Washington Division

Miss Mildred Hill
C. P. Carmichael
J. E. Clayborne
W. A. King
P. B. McKissick
H. E. Johns
R. R. Robinson
D. Rowe

Capitol Times (*A Tabloid That Is Different*)
Mr. and Mrs. Herbert Scurlock
Reverend W. H. Jernagin
Miss Janie Chisholm

Mrs. J. B. G. Key
A. C. Speight
G. A. Slade
B. W. Thomas
Mrs. Rosina C. Tucker
J. E. Hunter
Elmer W. Henderson
Mrs. Bertha Lomack

Personal Greeting
Maryland

Mrs. Ardella Dorsey, Burkittsville, Md.

Fraternal Greetings from

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

1200 - 15th STREET, N. E.
Washington 5, D. C.

Congratulations and best wishes from the officers and members of the International Brotherhood of Electrical Workers to the Brotherhood of Sleeping Car Porters as you celebrate your silver anniversary.

This past quarter of a century for you has been marked by steadfast loyalty to your cause and has brought many gains. May the next 25 years be fruitful ones for you and may your Golden Jubilee find you with goals attained and ambitions realized.

M. Sandle, Washington, D. C.
25-Year Member

◆

Elizabeth V. Craig
President and 25 Year Member
Washington, D. C.

Congratulations and Continued Success

MARYLAND-VIRGINIA DISTRICT

International Ladies' Garment Workers Union

ANGELA BAMBACE, Manager

Best Wishes —

MRS. GEORGE HOLLAND FUNERAL HOME

1631 DRUID HILL AVENUE
Baltimore 17, Md.

Madison 0692

Greetings from —

HARRIS RADIO SALES & SERVICE

545½ Wilson Street Baltimore 17, Md.

Greetings and Best Wishes
to a grand group doing
a grand job.

LILLIAN A. SPEIGHT

Washington, D. C.

Compliments of . . .

WILLIAM LANGER

United States Senate
Washington, D. C.

Best Wishes to the B.S.C.P.

MURRY, DOUGLAS & PERKINS

Attorneys at Law

1506 Pennsylvana Ave. Baltimore, Md.

Best Wishes from

CLARENCE & KATIE WILLIAMS FUNERAL HOME

321-22-23 N. Schroeder St. Baltimore, Md.

Fraternal Greetings . . .

Communications Workers of America

Affiliated with CIO

J. A. Beirne, President
C. W. Werkau, Sec'y-Treas.

108 ADAMS MILL ROAD, N. W.
Washington, D. C.

Greetings . . .

Brotherhood of Sleeping Car Porters

Washington Division

817 QUE STREET, N. W.
A. C. Speight, Pres.
B. W. Thomas, Sec'y-Treas.

and

LADIES AUXILIARY

E. V. Craig, Pres.
A. B. Lyttleton, Sec'y-Treas.

Compliments of . . .

MR. & MRS L. H. BUTLER

Barber and Beauty Shop

1515 W. Lafayette Ave. Baltimore, Md.

Compliments of . . .

MRS. LOUISE J. WHITTEN

and

MRS. SADIE S. ENGRAM

Washington, D. C.

To the Officers and Members of the
BROTHERHOOD OF SLEEPING CAR PORTERS

GREETINGS:

Our International Union takes pleasure in extending to you fraternal greetings on the occasion of the 25th Anniversary of the birth of your organization. It is an event of historic significance not only to you but to the labor movement generally.

Twenty-five years in the life of an organization is properly regarded as a brief period. Yet in this comparatively brief period you have to your credit a record of achievement of which any labor organization having a much longer period of existence could well be proud. The workers to whom you have brought the gospel of trade unionism were among the most exploited of all workers. They suffered both because of their economic status and because of their race. When they sought to acquire the rights to which they were entitled as self-respecting workers and citizens they challenged the greediest as well as the wealthiest of employers. They contended against odds which at times must have seemed hopeless.

In a quarter of a century you inspired these workers with confidence in their capacity to help themselves. You brought them not only material improvements but an understanding of the basic principles of organized labor. You gave them hope and vision. You have constituted them in an organization which is today one of the most respected in the labor movement, and a vital link in the chain that proposes to set men free and to give them a more abundant life.

The foundations on which you have built are indestructible. May your organization continue to be a vital and ever-stronger force for the liberation of mankind from exploitation, poverty and persecution.

UNITED HATTERS, CAP AND MILLINERY
WORKERS INTERNATIONAL UNION

ALEX ROSE, *President* **MARX LEWIS**, *General Secretary-Treasurer*

The ILGWU

SALUTES ITS SISTER UNION

—the Brotherhood of Sleeping Car Porters—on its twenty-fifth anniversary.

A half century ago the garment workers of this nation were believed to be beyond the reach of trade union organization. Scattered in small shops and carrying the double load of discriminations against women and immigrant workers, they nevertheless took the democratic heritage of America literally and used its freedoms to raise themselves out of the slums and the sweatshops.

A quarter of a century later the ability of the new-born Brotherhood of Sleeping Car Porters to survive and grow was also viewed with skepticism. Its shops were on rails, its potential membership comprised a group of long-suffering Americans against whom the worst barbs of discrimination were directed.

Today the Brotherhood and the ILGWU are only two of the powerful family of trade unions in the United States.

For the Sleeping Car Porters, the garment workers, for all of working America, the wiping out of discriminations based on race, creed, color or national origin that still stand in the way of establishing the brotherhood of all Americans remains a primary task. A world seeking to rid itself of communist and fascist dictatorships and imperialism will continue to watch carefully the completion of the fight to which the Sleeping Car Porters, in their short span of twenty-five years, have contributed so much.

The ladies' garment workers join with the great host of their friends in extending best wishes to the Brotherhood of Sleeping Car Porters and its great president, A. Philip Randolph.

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

DAVID DUBINSKY, *President*

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

"The Black Worker," organ

1943-66

THE BLACK WORKER

(OFFICIAL ORGAN OF THE BROTHERHOOD OF SLEEPING CAR PORTERS)

(AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR)

"Know Ye the Truth and the Truth Shall Make You Free"

Vol. IX, No. 10 NEW YORK, OCTOBER, 1943 440 Price 5c

Brotherhood Pioneers For Negro Railroad Workers

must live to

Fair Employment Practice Committee at the Historic Hearings on Discrimination Practiced by Labor Unions and South Eastern Carriers Towards Colored Locomotive Firemen, Held September 15th to 17th, 1943, at Washington, D. C.; They are from Left to Right: P. Bernard Young, Sr., Mrs. Sarah Southall, Samuel Zemurray, Father Francis J. Haas, Chairman, Milton P. Webster, John Brophy and Boris Shiskin.

THE NEGRO RAILROAD WORKER GETS A HEARING

EDITORIAL

The Railroad Industry is one of America's major industries. It represents many billions of dollars of capital. About a million and a half workers are employed in this industry. Since Emancipation, the Negro has played an important role in this industry. As Section Hands in the Railroad Shops, as Flagmen, Brakemen, Switchmen, Hostlers inside and outside and as Locomotive Firemen, the Negro workers have been an important factor in the development of the Railroads in the South. When wages were low, no more than a dollar a day, the great majority of the Firemen on the Coal Burner engines were Negroes. White men refused the jobs at this time. They refused them because pay was low and the work was dirty and hard. Negro Firemen shovelled tons of coal to keep the "iron horses" running. Thousands of Negro Firemen have been virtually burnt up in the intense heat in these coal burning engines. Thousands of Negro Flagmen, Brakemen, and Switchmen have been killed and maimed working in the Railroad Industry.

But upon the advent of the first World War, changes in this industry came. The railroads were necessary to transport munitions and men to win the war. It was necessary to attract workers to Railroad jobs in competition with high wages paid in defense plants. Thus the wages of the Railroad workers were raised in every department. But the increase in wages was not sufficient to develop and maintain an efficient transportation system. The Railroad Administration under William Gibbs McAdoo, found it easier to coordinate the activities in the Railroad Industry when he was dealing with representatives of organized workers than when he had to deal with unorganized workers. For this reason, and the natural need of the workers to unite for self protection, a nationwide movement for the organization of the Railroad workers began. The workers in various departments of the Railroad Industry were encouraged to unite and select representatives to negotiate wage rates, working rules, etc.

The Big Four Brotherhoods increased the membership in their organizations by leaps and bounds. So did the non-operating Railroad Unions. Unfortunately, the Negro Railroad Workers did not organize. Of course, there was great opposition to their efforts to organize. But because they were unorganized, the Brotherhood of Locomotive Enginemen and Firemen and the Brotherhood of Railroad Trainmen and Switchmen unions took advantage of them. They began to devise various schemes to eliminate the Negro from the Railroad Industry. Of course, the Railroad Unions have, in the main, almost always had the color bar in their constitutions and by-laws. The white Railroad workers in the South were misled by the bosses into believing that white workers should not unite with black workers. Because of this false propaganda, white Railroad workers fought the black workers and both the white and black workers were exploited and oppressed.

In the fight to make the Railroad industry a white man's industry, all sorts of schemes and tricks were resorted to, but Negro Railroad workers continued to stick to their jobs as long as they could. They had no strong organization with which to fight back. But pressure and displacement from jobs and the continued threats of complete elimination from the Railroad industry caused the Negro Firemen to attempt

(*Cont. on page* 4)

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by the
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SLEEPING CAR PORTERS
A. Philip Randolph, Editor

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STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY The Acts of Congress of August 24, 1912, and March 3, 1933

Of THE BLACK WORKER, published monthly at New York, N. Y., for October, 1943.

State of New York, N. Y.
County of New York, N. Y.

Before me, a Notary Public in and for the State and County aforesaid, personally appeared DeVera I. Johnson, who, having been duly sworn according to law, deposed and says that she is the Business Manager of the Black Worker and that the following is, to the best of her knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, as amended by the Act of March 3, 1933, embodied in section 537, Postal Laws and Regulations, printed on the reverse of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are:
Publisher—The Brotherhood of Sleeping Car Porters, 217 W. 125th St., N.Y.C.
Editor—A. Philip Randolph, 217 West 125th Street, N. Y. C.

2. That the owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of [illegible] or holding one per [illegible] amount of stock. [illegible] by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern, its name and address, as well as those of each individual member, must be given.)

The Brotherhood of Sleeping Car Porters has dues paying members all over country. Labor Union—217 West 125th Street, N. Y.

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3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.): None.

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affian't full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, or other securities than as so stated by him.

5. That the average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the twelve months preceding the date shown above is ******

Managing Editor—DeVera I. Johnson, 217 West 125th Street, New York City.

DE VERA I. JOHNSON
Managing Editor

Sworn to and subscribed before me this 4th day of October, 1943.
Notary Public, New York Co.

JESSICA B. POINDEXER
N.Y. Co. Clks. No, 148, Reg, No, 2P20
(My commission expires March 30, 1944)

THE BROTHERHOOD STRIVES UPWARD

BENNIE SMITH SUPERVISES ELECTION IN CANADA

On the 15th of October a Dominion-wide election for the Canadian Sleeping Car Porters will begin in Canada; the election will determine the bargaining agent for these men. It is being held under the supervision of the Commissioner of Labor, Bernard C. Rose, K. C. Brother Bennie Smith, Second International Vice-President, will supervise the election for the Brotherhood. He will have as his assistant, Brother Arthur Blanchette. The outlook is that the Brotherhood will win the election hands down. Following the election plans will be worked out to proceed with the negotiation of an Agreement on Wages and working conditions and hours by the Brotherhood with the Management of the Canadian Pacifiic Railroad.

CONFERENCES WITH L & N STARTED

Conferences with the L & N Railroad for the negotiation of an agreement concerning rates of pay and rules governing working conditions were begun October 12th by Brothers Thomas T. Patterson, Eastern Zone Supervisor and B. F. McLaurin, International Field Organizer at Louisville, Kentucky. The L & N Porters will be kept informed of developments concerning the negotiation of the Agreement.

SOME DONT'S

1. DON'T drink whiskey, beer or wine on the job, or going to the job.
2. DON'T be discourteous to passengers, whether passengers are right or wrong.
3. DON'T be insubordinate to your superior Pullman officers.
4. DON'T fail to report losses on the cars.
5. DON'T fight with **passengers**, Pullman officials, train crew or fellow Pullman porters.
6. DON'T be unclean and untidy with your person.
7. DON'T be sullen, sarcastic, peevish or mean with a chip-on-the shoulder attitude, antagonistic. given to argue, unobliging, indifferent, lazy and unconcerned, haughty and overbearing in manner.
8. DON'T have a dirty car, since the car is the temporary home of the passengers, it should always be wholesome and sanitary which can only result from cleanliness.
9. DON'T be talkative with passengers. DON'T start conversations with passengers; politely answer questions when asked, but always remember that a still tongue sug come annoyed by porters who gests a wise head. Passengers betalk too much.
10. DON'T play or visit with other porters on the job. Stick to business. The Brotherhood cannot effectively fight for your rights unless you are in the right.
11. DON'T annoy women. Do whatever they ask you to do and no more. Make it absolutely impossible for **any woman on the cars to get the slightest feeling** the you are not a perfect gentleman.

CHICAGO MOVES HEADQUARTERS

In the commodious and well equipped headquarters in the Binga Building on the Northwest corner of 35th and State Streets, the Chicago Division is now located. It has taken over the entire top floor in this building. The offices are now being prepared and the men and officials are highly gratified. Watch for the announcements of the formal opening.

Buy War Bonds and Stamps!

A. F. of L. MOVES FORWARD ON NEGRO QUESTION

At the Boston Convention of the American Federation of Labor, definite progress was made on the question of Racial Discrimination in the International Unions affiliated with the A. F. of L. While a vigorous fight was made by the Brotherorous fight was made by the Brotherhood delegates against the Auxiliary unions and the color bar in the constitutions and rituals of various international unions, for the first time the high command of the A. F. of L., including Chairman Matthew Woll and Secretary P. Frey of the Resolutions Committee conferred with Brothers Webster and Randolph on the question of the report of the Committee before it was made. This is progress. The Brotherhood delegates, however, refused to enter into any arrangement with the Resolutions Committee on the report not to raise the question of Auxiliary unions on the floor because the report did not go far enough and was not strong enough. Although various leaders of the International Unions, including the Boiler Makers, Electrical Workers and Black Smith, took the floor and attacked Brother Randolph, no refutation was made to the charges that he raised against the unions in question.

PLEASE NOTE

All Delegates to the 1942 Biennial Convention of the Brotherhood of Sleeping Car Porters which was held in St. Louis, Missouri, are herewith advised to go to your Division's headquarters for your copy of the proceedings of that Convention.

SCIENTIFIC SERVICE AND SAFETY EFFICIENCY

The Job of making patrons is always before service employees, especially Sleeping Car Porters. The Sleeping Car Companies, including the Pullman Company, Milwaukee Railroad, Soo Line, Canadian Pacific Railroad and Gulf Mobile & Ohio sell only one thing and that is service. This service is a product of the combined work of all the employees of these companies. The work of the Porters which brings them into contact with the public is most important. It does not make any difference how fine the car may be and how elegantly it is furnished, if the Porter who comes in contact with the passengers is not courteous and efficient and sober and honest, patrons will leave instead of come to the service of a particular Sleeping Car Company. Therefore, every Porter should look upon every passenger as a part of the revenue which pays his wages and do everything to make that passenger a permanent passenger of the Company. It does not make any difference how a passenger may appear, give him first class service. A passenger who looks like a pauper is entitled to the same service as one who looks like a prince.

CAR CLEANERS

The campaign to organize Pullman Car Cleaners is moving forward progressively. The outlook is that the great majority of this class of workers will be organized in the very near future, and a conference will be called with the Pullman management to negiotiate an Agreement.

SISTER ETTA BANKS

SISTER BANKS RETIRES

Sister Etta Banks was granted a penison on August 18th, 1943 by the Pullman Company, after many years of faithful and untiring service as a maid. She is a devoted member of the Organization. We hope that she enjoys her well deserved rest.

Pittsburgh Division

Under the leadership of Brother M. H. Henry, President of the Pittsburgh division of the Brotherhood of Sleeping Car Porters, a meeting was held in behalf of the car cleaners. A number of the workers signed up to join the Brotherhood of Sleeping Car Porters' Provisional Committee to organize the Pullman Car Cleaners.

In the very near future Brothers Randolph and Bennie Smith plan to visit Pittsburgh, to hold a number of meetings with the Pullman Car Cleaners.

St. Louis Southwestern Zone Regional Conference

The St. Louis, Southwestern Zone Regional Conference followed the pattern of the Regional Conference of the Brotherhood that were held in Washington, Chicago and Los Angeles, California. Brothers T. D. McNeal, E. J. Bradley, M. P. Webster and A. Philip Randolph addressed the Conference and led the discussions with full participation by the delegates. These regional Conferences have become so constructive that there is a nation-wide request by the members of the Brotherhood to make them an institution.

Summary of Dr. Northrup's Testimony at FEPC Hearing

According to Dr. Northrup, the "Negro railroad worker is in an anomalous position. He is denied a voice in the affairs of nearly all railroad labor organizations; yet, collective bargaining on the railroads has received wider acceptance than in almost any other American industry. He is, for the most part, ineligible to promotion although promotion in the industry is based almost exclusively upon seniority. He frequently receives lower pay than white men when doing the same work, a fact which is often disguised by separate occupational classifications for white and colored workers who perform identical tasks.

"The result has been that the Negro has become a pawn in industrial relations. Employers have used him to fight unions and to depress wages; unions have retaliated by attempting either to limit the employment of Negroes or by driving those already employed from the railroads." Citing census figures, Dr. Northrup then went on to show how, as a result of the spread of collective bargaining, the proportion of Negroes in the railroad industry has steadily declined since World War I.

(*Continued on page 4, col. 1N*)

A Great Veteran Passes

Brother John T. Lambert, who gave 41 years of his life to the service of the Pullman Company passed on to the Great Beyond on October 2nd, 1943. He was 78 years of age and was very popular among the men of his D[illegible] first to join the Brotherhood of Sleeping Car Porters when the Movement began in August, 1925. Brother Lambert was fearless, militant and one of the most faithful members of the Brotherhood of Sleeping Car Porters. When he retired from the service seven years ago, he took up the work as Field Organizer for the Jersey City Division and is largely responsible for the setting up of that particular District which is now organized almost 100%. At the funeral service which was held at the Morris undertaking establishment at Ocean and Virginia Avenues, Jersey City, an Honor Guard of uniformed Pullman Porters filed around the casket. After the reading of the resolutions from the Divisions and Ladies Auxiliaries, Brother Ashley L. Totten, International, Secy.-Treas., gave him the last respects of the International Brotherhood of Sleeping Car Porters, at the close of which Professor Hulbert Finley, whose orchestra and band is always available to the Brotherhood of Sleeping Car Porters sounded taps. The funeral procession left shortly after for the cemetery and thus the final curtain was drawn on a great veteran whose firm belief in the Brotherhood of Sleeping Car Porters and his vision of unity and a diviner civilization cannot be exceeded by any one else.

SISTER WILSON MAKES TOUR IN EAST

Sister Halena Wilson, International President of the Ladies' Auxiliary visited on her Eastern tour Buffalo, Albany, Boston, New York, Jersey City, Philadelphia, Washington, Richmond and Norfolk, Virginia. She held large, interesting and enthusiastic meetings and was able to carry the message of the Auxiliary to both the men and women of the East.

The Biography of MOHANDAS GANDHI

by

Osban W. Bynum, Sr.

(Continued from last issue)

It is from this point that we find that Gandhi is to change his policy of activity. In other words Gandhi changes from Social reform to the political field. It should be noted that when Gandhi stepped into the political field as a leader of the opposition to the Rowlatt bills; he was moved only by a desire to spare the country from violence. He believed the best weapon would be the program of non-violence.

I would like to make a point here that Gandhi's movement is not one that can be understood without first realizing the importance of the cultural background upon which this policy is laid. It should be realized that his doctrine is like a huge edifice composed of two different floors or grades. Below is the solid groundwork, the basic foundation of religion. On this vast and unshakable foundation is based the political and social campaign. It is not the ideal continuation of the invisible foundation, but it is the best structure possible under present conditions. It is adapted to conditions. In other words, Gandhi is religious by nature, and his doctrine is essentially religious. He is a political leader by necessity, because other leaders disappear, and the force of circumstances obliges him to pilot the ship through the storm and give practical expression to his doctrine. The [illegible] is deep and well built and meant to uphold a very different cathedral from the structure rapidly rising above it. The crypt is alone durable. The rest is temporary and only designed to serve during the transition years, until the plans for a cathedral worthy of the groundwork can be worked out. To understand this is necessary, for it is in the depths of this crypt that he descends every day to carry on the wok above and seek inspiration and strength.

Gandhi believes in the religion of his people, in Hinduism. But he is not a scholar, attached o the punctilious interpretation of texts, nor is he a blind believer accepting unquestioningly all the traditions of his religion. His religion satisfy his reason and correspond to the dictates of his conscience. No does he look upon Hinduism as the only religion, and this is a very important point. The question is what does Gandhi really believe? According to many well known authors, Gandhi believes in: (1) the Vedas, the Upanishads, the Puranas and all that goes by the name of Hindu scriptures. He believes, therefore, in the Avataras and rebirth. (2) in the Discipline of the Castes, in a sense which he considers "strictly Vedic," but which may not correspond to the present popular and crude sense. (3) in the protection of the cow in a much larger sense than the popular. (4) does not disbelieve in idol worship.

Before going further I would like to clarify these points and other points concerning Gandhi's beliefs. Gandhi says that he has no veneration of idols but believes idol-worship to be part of human nature. He considers it inherent to the frailty of the human mind, because we all "hanker after symbolism."

(To be continued)

SISTER HALENA WILSON ON TOUR OF EASTERN ZONE

My arrival in the great city of New York on the afternoon of October 10th was the fourth of a series of eight visits scheduled for the Eastern Zone.

In every division visited thus far there has been the same eager desire to learn more about the the Auxiliary and how best to go about developing its very splendid program.

The entry of large numbers of auxiliary members into the varoius branches of war industry as well as other occupational fields affected the attendance on the whole, at the various meetings held, but the existence of a cooperative attitude in the Divisions indicated that the women of the Auxliary are ready for the more serious responsibilities now confronting them. Conditions brought about by the present world conflict appear to have had a great influence upon the collective thinking of the women. Each appearing to have recognized the need for group action and group solidarity as against the futility of an individual approach to the tremendous problems now confronting mankind.

Thinking on the part of the women appears to be reaching out into the "highways" and the "byways" with a view toward doing something not for the favored few but for the whole of humanity.

There are good reasons to believe that this broader veiwpoint will have a revitalizing effect upon community thinking which have fallen into such disrepute. This in itself is of the utmost importance since the mind of the nation is reflected in the thinking being done even in the remotest communities.

As the mother and child typify the life of a community so does the community typify the home life and the aspirations of its inhabitants. This is particularly true of the wife and mother who is the motivating influence in the home as well as in the community. Therefore, conditions that exist in a community may be said more or less to indicate the thinking of the women in a given area, since it is generally conceded that the community is only what the women of a community suffer it to be and there is ample proof to substantiate such a belief so that there can be no question as to the great job begging to be done by the women of our racial group.

The demoralizing influences becoming so prevelant in far too many Negro communities whether introduced by residents or non-residents can be dreadfully misleading since the apparent lack of resentment or protest on the part of the women in those areas would seem to indicate their acceptance and their aproval of these existnig conditions thereby causing such evils to all but take possession of the communities in which they flourish. It should be borne in mind that if the present generation of Negro women is to refute such an imputation, if it is to justify itself in the eyes of future generations, a less emotional but more pratical and realistic approach will have to be applied to these perplexing problems until they are finally eradicated.

HALENA WILSON, *International President*
Ladies' Auxiliary to B.S.C.P.

From the Chicago Tribune

NEGRO EXCLUSION FORM TRADE UNIONS

The resolutions committee at the American Federation of Labor convention has recommended that the various unions continue their efforts to eliminate discriminations against Negroes. With this as his text, Mr. A. Philip Randolph, spokesman for the Sleeping Car Porters, took the platform to criticize some twenty unions that he said refused membership to Negro workmen. He laid particular emphasis upon the racial policies of the boilermakers, machinists, blacksmiths, and railway clerks. Representatives of a number of these organizations were about to offer replies when the meeting was adjourned.

Perhaps the federation will find a solution of this problem, but there is ample ground for skepticism. The abuses complained of are old ones and progress toward correcting them has been slow. We believe that unions which exclude Negroes are as benighted as employers who refuse to hire them, but the prejudices that inspire conduct of this sort are deep seated and cannot easily be eliminated. Many workmen feel that in a free country they have the right to admit or exclude from their unions anybody for any reason. These opinions may not be defensible morally or legally, but they exist and must be reckoned with.

Perhaps the remedy lies in appropriate amendments of the Wagner Act, the anti-trust acts, and of state labor laws. They might well forbid closed shop agreements with unions which refuse membership to Negroes, because such contracts automatically deprive Negro citizens of an opportunity to earn a living at certain trades. Further than that, the Wagner Act might contain a provision refusing recognizition as a bargaining agency to a union which excludes Negroes. Corresponding provisions might be written into the laws giving trade unions certain exemptions from anti-trust prosecution. As matters stand, federal law can be said to sanction discrimination, and in so far as it does so the Negroes have every justification for complaint.

There is scarcely a human being alive who does not harbor a prejudice of some sort. Practically speaking, it is impossible to eliminate prejudice by law, but it should be possible to keep the law from itself becoming an engine of prejudice. Unions which are guilty of discrimination against Negroes, in violation of the spirit and perhaps also the letter of the Constitution, should be denied the special privileges which unions enjoy under the statutes.

(Continued from page 1N, col. 3)

can persist today when men and women of all races, colors, creeds or national origins are giving their lives to preserve and safeguard democracy is devoid of logic if full of venom. Worse yet, is that trade unions which are an expression of democracy in action, and can only be effective when all workers are given equal consideration, can so foul its basic philosophy to be a part of such an undemocratic and dastardly scheme. Of those responsible for the grave discrimination against colored firemen, the railroad managements, in part, proved least culpable. Some railroads were reluctant to discard their faithful colored employees; but the unions were adamant and in one instance entered into a strike to enforce its decree, and won.

The March-on-Washington Movement, originated by A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters, is directly responsible for the President's Executive Order No. 8802, which created the F.E.P.C., as the instrument of application of the President's Order. It was only through its function that the colored firemen's case could receive any consideration and much credit is due to the masterly manner in which the case was prepared and presented.

The F.E.P.C. must live to aid in the serving of democracy—not white democracy, but democracy for men of all races, creeds, colors or national origins. It must and will live to save the trade union movement from itself, because no trade union which segregates and deprives Negroes or any other workers of their jobs is worthy of the name. It is the black market of trade unionism. This F.E.P.C. must be written into the law of the land and on the statute book of the Nation. All legislators who are truly interested in democracy and its functions should support such a bill irrespective of party lines. It is a factor in the winning of the war. Qualified firemen are needed to transport our military and naval forces. The nation should not permit prejudice and the theory of race superiority to deprive our government of much needed and efficient manpower. Let F.E.P.C. be written into the statute book of the nation.

As we were going to press, Brother R. R. Matthews, veteran Brotherhood official and member of the New York Division made one of his periodical visits to headquarters. Brother Matthews is symbol of the spiritual and moral force upon which the Brotherhood is built.

THE NEGRO RAILROAD WORKER GETS A HEARING

EDITORIAL—*(Concluded)*

to develop Organizations. A number of little weak movements among the Colored Firemen were developed. They neither had numbers or money of any consequence. Other classes of Railroad workers began to organize, including the Pullman Porters, Dining Car employees, Train Porters and some Shopmen. The Brotherhood of Sleeping Car Porters was the Big Organization among the Negro Railroad Workers. Its fight stimulated Negro Railroad Workers to organize in other fields. Because of the success of the organization of Pullman Porters by the Brotherhood of Sleeping Car Porters, the Colored Locomotive Firemen, Train Porters, Red Caps, Dining Car Employees and every known class of Negro Railroad workers appealed to the Brotherhood for help, support and cooperation to build an organization. All of these groups wanted to come into the Brotherhood of Sleeping Car Porters. When the Brotherhood did not take them in because of jurisdictional questions, it took the initiatve to develop organizations among these classes of Negro Railroad Workers. There is no group of Negro Railroad workers today whom the Brotherhood has not helped to develop an Organization. The Brotherhood has assigned Organizers for the task of getting these groups together and assisted many in carrying out the work of organization.

As a result of the Interest of the Brotherhood of Sleeping Car Porters in the organization of the Colored Locomotive Firemen, The Provisional Committee to organize Colored Firemen was formed and because of the interest of the Brotherhood in breaking down racial barriers in industry, it sponsored the March on Washington Movement which secured Executive Order 8802 under which the President's Committee on Fair Employment Practice was established. The Brotherhood knew that this was one of the most effective ways of getting the case of the Colored Locomotive Firemen and the Negro Railroad Workers in general before the bar of public opinion. The Brotherhood knew that the legal cases brought in behalf of the Colored Locomotive Firemen and other Railroad workers could not do the job of saving the Railroad Workers. While the Brtherhood did not oppose legal action in behalf of the Railroad workers, it knew that the only road to salvation was organization of these workers. To that end, a National Conference of Railroad workers was called in Washington, D. C., several years ago, for the sole purpose of examining the problems of the Negro Railroad workers and especially the Colored Locomotive Firemen, with a view to working out some plans to solve their problems.

As a consequence of a series of efforts in behalf of the Railroad workers, the Railroad hearings were held in Washington September 15th to 18th. They brought out startling facts of discrimination against Negro Railroad workers. in general. These hearings were the most epoch-making fundamental and far-reaching attack upon racial discrimination in any industry which has ever been made in the history of America. These hearings were worth hundreds of millions of dollars to the Negro people in general and the Negro Railroad worker in particular. In fact, the value of these hearings cannot be measured in terms of dollars and cents. Some definite beneficial results are certain to flow after these hearings. Now, since the hearings have been held after a long wait and postponement, the problem of the Negro Railroad worker is to see to it that public sentiment is mobilized back of the findings that will be issued by FEPC.

The Brotherhood of Sleeping Car Porters' Provisional Committee for the organization of Colored Locomotive Firemen will again lead the way in developing a larger program to put the findings of FEPC in the main stream of public opinion which will not only benefit the Negro Railroad workers, but all of the Negro workers in every industry in America.

The Colored Locomotive Firemen and the Negro Railroad workers in general have a great advantage in having as a member of the Committee, an official of the Brotherhood of Sleeping Car Porters, Brother M. P. Webster, whose long experience in handling problems of Railroad workers, enabled him effectively to deal with the issues affecting Negro Railroad workers in the hearings. No other member on the Committee has had any experience with the problems of the Railroad workers, except Brother Webster. The Brotherhood of Sleeping Car Porters has placed the experience and knowledge and ability of Brother Webster at the disposal of all of the Negro Railroad Workers, including Firemen, Dining Car Employees, Red Caps, Train Porters, Brakemen, Switchmen, Flagmen, etc., in order that they might have the proper protection and direction. The work of building the case for the Colored Locomotive Firemen was in the hands of a special Committee of which Brother Webster was Chairman and the entire strategy in the development of this case was under his supervision.

Now, that the Negro Railroad Workers ought to see the significance and value of organization in every craft and class in this va industry, the Brotherhood of Sleeping Car Porters' Provisional committee for the organization of Colored Locomotive Firemen welcomes every Colored Locomotive Firemen into their fold. This Organization has demonstrated its power. It has demonstrated its knowledge and understanding of the problems of the aforementioned classes of workers.

The Negro Railroad Firemen need one big organization. They cannot make much headway divided into a number of small units. The Provisional Committee has set its hand to the task of developing this one big Organization for the protection and advancement of interests of the Colored Locomotive Firemen.

(*Cotinued from page 2, col. 4*)

Particularly hard hit have been the Negro firemen who, unlike white firemen, have never been promoted by railway management to engineering jobs. They now face total elimination from the railroad industry as a result of the so-called "non-promotable" agreement signed February, 1941, by the major southeastern railroads and the Brotherhood of Locomotive Firemen. This agreement has the effect of prohibiting the employment of Negroes on Diesel engines and on steam burning engines which are equipped with mechanical stokers. In view of the fact that the Interstate Commission Commission has ordered, with certain exceptions, that all steam-powered engines should be equipped with mechanical stokers by July 1, 1943, it is not difficult to see that employment opportunities for the Negro firemen have largely disappeared.

Negro brakemen, flagman, switchmen, and baggagemen have suffered similar loss of job opportunities as a result of like agreements between southern railroads and the Brotherhood of Railroad Trainmen. Negroes in the train service have likewise been denied promotion, and thus never are employed as conductors.

Dr. Northrup also testified that Negroes were habitually discriminated against in railway shops. Railroad management has refused to employ them except for common labor jobs, and to a lesser extent, as semi-skilled helpers. Most of the unions which have jurisdiction over these workers, e.g., the Railway Carmen, the Machinists, and the Boilermakers, either exclude colored workers completely, or segregate them into separate jim crow auxiliaries, under rules which prohibit them from advancing in the occupational ladder and deny them a voice in union affairs. A similar condition was declared to exist in the maintenance of way and clerical and freight handling departments.

Dr. Northrup declared that the racial policies of the railway labor unions are unique and in no way typical of those of organized labor in general. "Of the twenty-nine national unions which habitually discriminate against Negroes, nineteen are found in the railroad industry. This is in sharp contrast to the situation in most other industries, e.g., iron and steel, automobiles, needle trades, where the dominant labor unions have made equality of all races a basic tenet of their policies, and have done much to improve the economic status of Negroes working under their jurisdiction."

He placed much of the blame for

(*Continued in col. 4*)

(*Continued from col. 2*)

the discriminatory policies of the railway unions upon employers, who have only Negroes, they have built successful unions of their own. But employers still discriminate against these workers. For example, Pullman porters, dining car waiters and redcaps, who are nearly all Negroes, are never permitted by employers to advance in the occupational ladder, no matter how great their experience or aptitude.

A feature of Dr. Northrup's testimony was his condemnation of the Railway Labor Act and its adminis tration. He specifiically attacked the allegation that this Act is anything like the model labor law which it has been characterized. While admitting that labor peace had been maintained on the railroads, he charged that it had been done only by tolerating, if not encouraging, intense discrimination against Negroes and other minority groups.

"No labor law can provide 'a model labor policy' if it is used as a means of economically disfranchising a minrity race," he declared. "Yet, the Railway Labor Act has served such a purpose. Under it, the National (Railway) Mediation Board, must often designate, as exclusive bargaining agent for Negroes, a union which excluded Negroes or confines them to an inferior auxiliary status. It assists parties to reach agreements which result in the displacement of colored workers. It has refused to take the racial policies of unions into consideration in determining appropriate bargaining units, thus consinging small used Negroes to weaken unions. He noted that in occupations in which it has long been customary to employ groups of Negroes to the domination of discriminatory unions. And finally, its actions have caused serious doubts as to its impartiality in disputes involving Negro workers and the Big Four Brotherhoods.

"The record of the National Railroad Adjustment Board is even more open to criticism. Composed of partisans, appointed for the most part, by organizations which do not afford Negroes equal status, it has denied aggrieved Negroes a hearing, let alone justice. Its ruling that a craft of workers 'own' a particular type of work, whether or not such workers have ever performed that work in the past, threatens to eliminate Negro brakemen form the industry. This is brought about because Negroes who perform the work of brakemen are usually classified as 'porters' or 'porter-brakemen,' and hence are not trainmen in the eyes of the Adjustment Board. Moreover, because judicial review of the Adjustment Board's decisions is available only to the winning, and never to the losing party, the Board is virtually a labor court which can enforce its decisions, however inequitable they are."

Brother J. W. Darby

IN MEMORIUM

JOHN W. DARBY

Our dear and faithful brother, John W. Darby, has passed. He was one of the veterans in the cause of the liberation of the Pullman porters form Company Unionism.

In the early days he fought hard and was fired along with other men, but he never faltered. He always kept the faith, and is certain to hold a place of devotion and affection in the hearts of the porters.

The officers and members of the Brotherhood of Sleeping Car Porters bow their heads before the fine spiritual and moral stature of this fine son and pioneer of the labor movement,

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NEW YORK DIVISION
Every Fourth Wednesday
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Organizing Committee
Meeting
Every Wednesday

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THE BLACK WORKER
Vol. IX NOVEMBER, 1943 No. 11

FEPC IN ACTION

Joseph Photo

International President A. Philip Randolph, and Chairman of Provisional Committee of the Brotherhood of Sleeping Car Porters to organize Colored Locomotive Firemen.

THE FEPC HEARINGS ON RAILROAD DISCRIMINATIONS

by B. F. McLAURIN

The firemen started arriving in Washington as early as the Thursday before the actual date scheduled for the President's Committee on Fair Employment Practice to hear testimony on their problems.

Arrangments were made for a Mass Meeting which preceded the Firemen's hearings at which Senator William Langer of North Dakota made an appeal to the **Negroes of America** to follow the matchless leadership of A. Philip Randolph.

At a two day's conference prior to the hearings plans were laid for a campaign to have Congressional blessings on FEPC to make it a permanet instrument of adjustment during the coming Post-War days when problems of discrimination will be more intense and after.

(*Continued on page* 2, *col.* 1*N*)

Brother Ashley L. Totten, International Secretary-Treasurer

SUPPORT A LAW FOR PERMANENT F. E. P. C.

By THOMAS PATTERSON

The hearing of the Fair Employment Practice Committee (F.E.P.C.) was held in Washington, D. C., in behalf of colored firemen on Southern and Southeastern railroads, on September 15th to 17th, inclusive. At this hearing the American policy of applying a double standard of democracy throughout its institutions, based on color, was exposed to the public with all its crass and baneful effects, devoid of the usual attempt to defend the indefensible. The vividly related tragedy, by those whose lives were made barren, of a conspiracy entered into by the Enginemen's and Firemen's Union and twenty-eight standard railroads and certified by the Mediation Board in an agreement which robbed colored firemen of their jobs on which they had labored for as much as a century in some instances, acknowledges no superiority in duplicity or studied cruelty and turbid thoughtlessness. This latter method, however, was a refinement of the first attempt of white firemen to deprive colored firemen of their jobs when those jobs became attractive to white men under government ownership of the railroad during World War No. 1; which change of ownership had increased the wages of firemen and the differential between the wages of white and colored firemen was removed. The colored firemen were shot down while on duty or run off their jobs by alleged paid gunmen. The use of Diesel and stokerized engines in place of the old models further enhanced the desirability of the job and the spirit of covetousness, hid behind the oft disproved theory of race superiority in the perpetration of this economic rape of colored workers.

That these atrocious actions actually happened in a democracy is bad. That they

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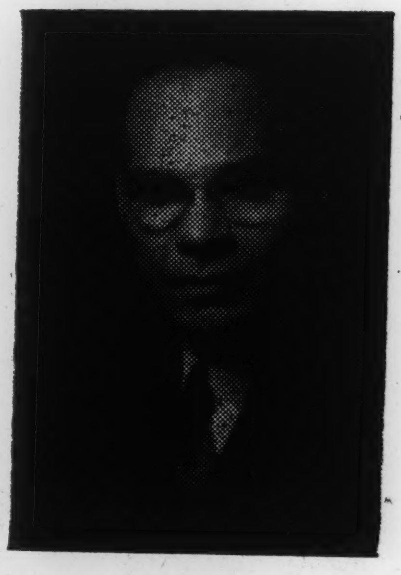


Brother Thomas Patterson, Eastern Zone Supervisor, who attended the Hearings.

A Message to the Women Relatives of the Colored Locomotive Firemen

The hearings recently held in Washington, D. C. by the Committee on Fair Employment Practices in the interest of the Colored Locomotive Firemen, according to the newspapers covering the hearings, more than justified the hue and cry for the resumption of the hearings. The clear statement of facts and the solid convictions placed into the records of the hearings by the many competent witnesses is proof that a new Negro is in the making. The unfoldment and the aggregate strength of a man in the process of emergency out of a fog of oppression and out of a fog of depression will depend largely upon the encouragement and the understanding on the part of the women of the race.

However, Negro women by and large will not be able to give such encouragement unless they acquire a broader vision and a more complete understanding of the real meaning and the real purpose of the great labor movement. Such knowledge comes only from an active participation and through contacts with others of similar interests. Therefore, immediate steps should be made by the women relatives of the Colored Locomotive Firemen to organize a Ladies' Auxiliary to every local or division to which their men belong. Through the Auxiliary a worthwhile labor program may be developed by reason of which the women will be in a better position to play their part in the general economic improvement of a race whose progress is identical with that of the progress of organized labor, since wages paid the unorganized workers is determined largely by the wages paid the organized worker. This is due to the fact that the unorganized worker has no voice in helping to determine the wage to be paid by his employer. Therefore, it may be said without fear of contradiction that the American standard of living is maintained by the bargaining strength of organized workers. Because this is true it stands to reaso if the Negro's standard of living is to be raised that he too must think and act in terms of organization.

The degree of interest displayed by the women of the race in this respect will go a long way to determine the scope of their men's success.

HALENA WILSON,
International President,
Ladies' Auxiliary to B.S.C.P.

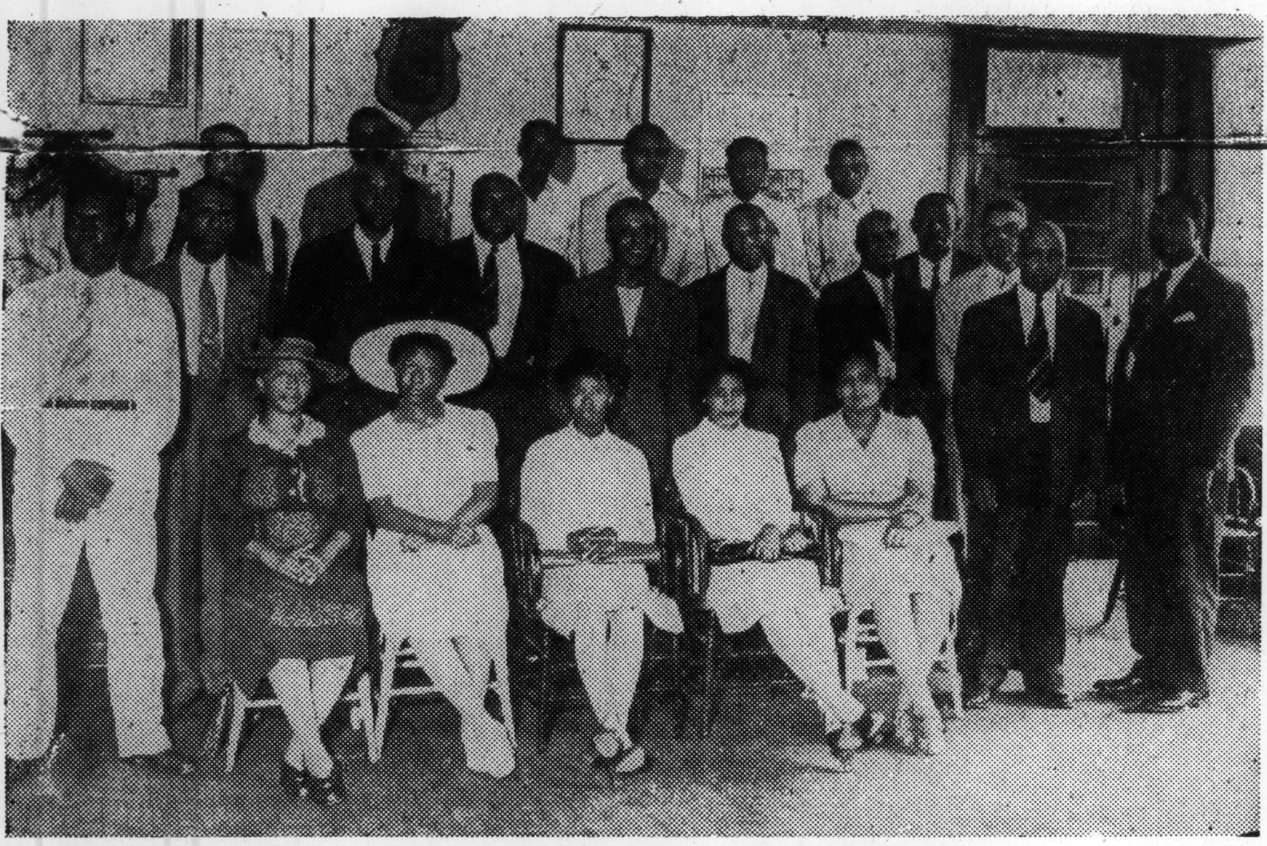
A MESSAGE TO THE FIREMEN

by ASHLEY L. TOTTEN, *International Secretary-Treasurer*

The movement to organize Colored Locomotive Firemen and Enginemen into the Brotherhood of Sleeping Car Porters is making rapid progress. Ashley L. Totten, International Secretary-Treasurer reports that these Firemen are building up a fine treasury with which to prosecute the program for their own future welfare. It is interesting to note that these Firemen have been investing their money for a number of years into other agencies with practically no hope of success. Since the Brotherhood of Sleeping Car Porters, led by A. Philip Randolph, International President, held its first Conference with their Committee, the entire nation has been made aware of the injustices which these men have to face. The Brotherhood is molding public sentiment rapidly in their favor and by continued, intelligent agitation and determinaton of purpose on the part of these men themselves to make a 100% bona fide organzation for themselves, they are sure to win.

First International Vice-President M. P. Webster, who is a member of FEPC

OPEN SESSION OF HEARINGS



Group of Firemen, Train Porters and members of Ladies' Auxiliary of Savannah, Ga. Div.

(*Continued from page 1, col. 2N*)

The interest of the firemen was intense. The big problem was that they should be released from the job and present in Washington to tell their story. WhenMonday came more than 85 per cent of those who were privileged to attend were present.

The Hearings opened about on scheduled time — after having been postponed on more than one occasion, in the spacious Labor Auditorium. There were about five hundred spectators eagerly awaiting this vital hearing including firemen from every state in the South. The Railroads were either there in official capacities or they were represented by Counsel. The full Committee was on hand with all their Counsel, and aids including their special Counsel, Crum, Stevens and Houston. The only people who missed this important and historical event were the so-called intelligentsia whose lack of interest became conspicious by their absence or representatives of the powerful Brotherhoods who were partly responsible for our having to attend these hearings. They have often been referred to as the "Aristocrats of Labor." If the aristocracy is to use their power to oppress the weak such as has been done in the case of the Negro firemen—then it will be necessary to destroy such a misused power. If the Southeastern Conference composed of Southern railroads insist on remaining a party to this group who thrive on evil doings that effect the rights of the Negro workers in their employ, then we, the American people, need to see the facts in the light of their relationship. There is little difference in the American brand of the Ku Klux Klan and the methods being used to deny the Negro worker a break. We feel sure the fair-minded Brotherhood members and the responsible carrier agents will no longer live under this stigma.

FIRST SESSION

The first witness called by the Committee was Dr. Herbert R. Northrop, who spent four years studying the race problem in the railroad industry. Dr. Northrup's testimony showed how our governmental agencies developed ways, strategies, and methods to take advantage of the Negro worker in the interpretation and administration of the laws.

There was the statement and testimony of firemen that sometimes made you feel like shedding tears. The room would grow quiet and tense as these men told their complaints. The testimonies rang with truth and after one session ended three white attorneys, representing the Southern railroads, was downstairs in one of the department rest rooms. After a quick look around and seeing no one who appeared colored made the assertion, "Jeez, this thing is rotten, it's so G-D—d bad that I feel like getting up there and testifying for the Negroes myself."

The firemen are to be congratulated for their courage. Only men who have faith, hope and a determination to struggle for a new deal in the future could have come and told such a vivid story. We take our hats off to these firemen who [illegible] to the leadership of Brother Randolph and helped to build the Provisional Committee who was responsible for the investigation. We appeal to the men outside the Brotherhood's Provisional Committee to come in and close ranks.

The dangers ahead can only be overcome with a United Organization of Firemen, Brakemen and Switch-

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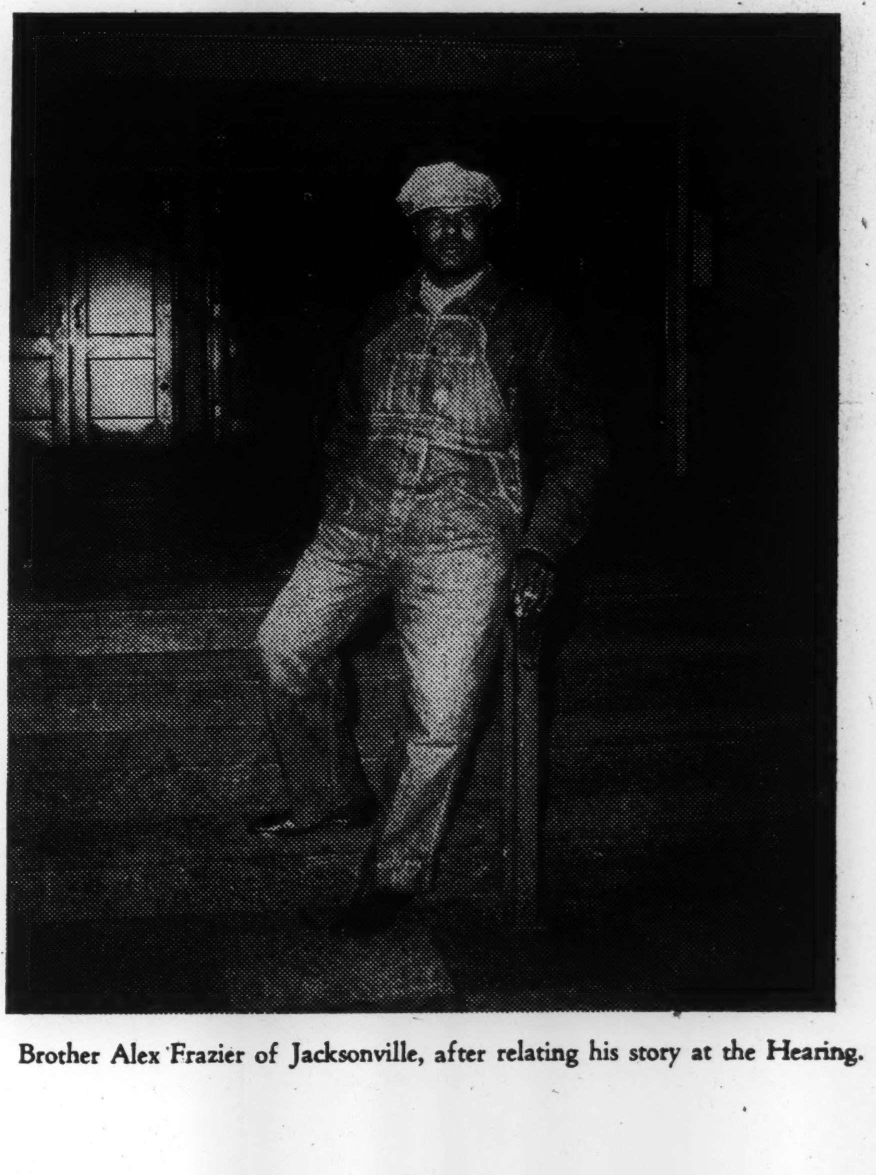
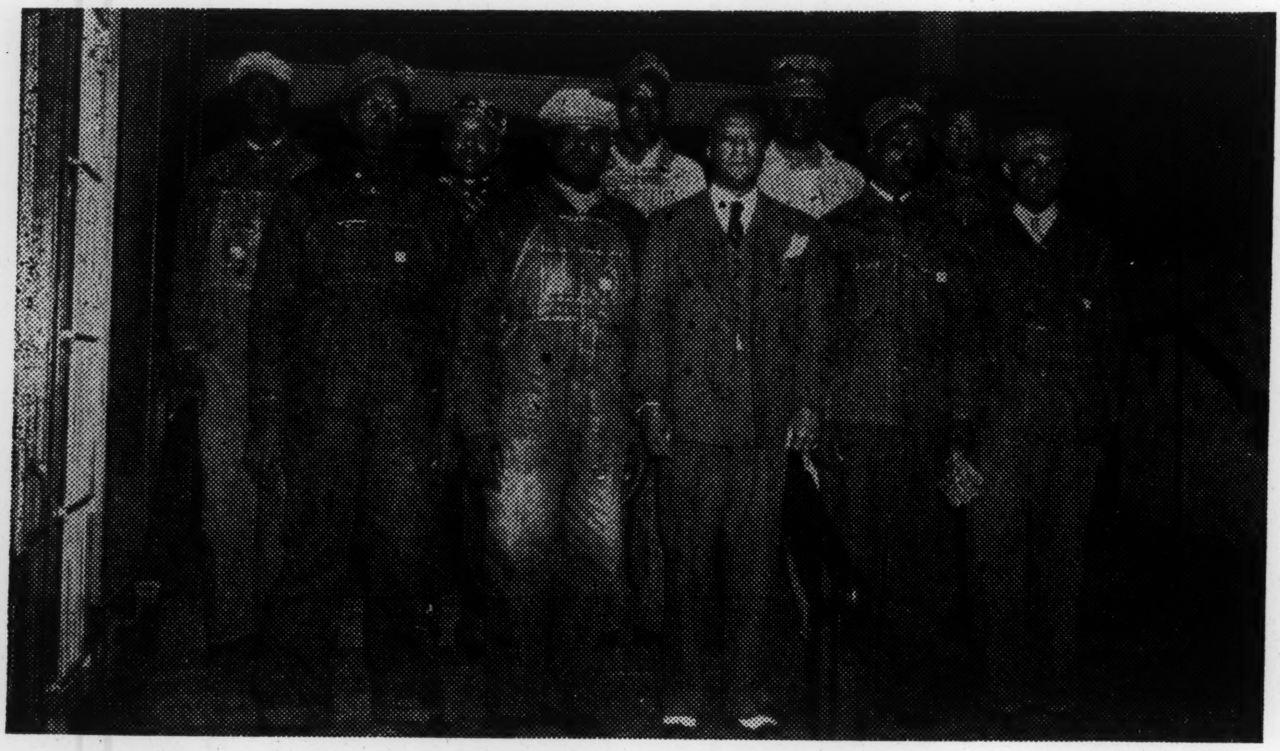
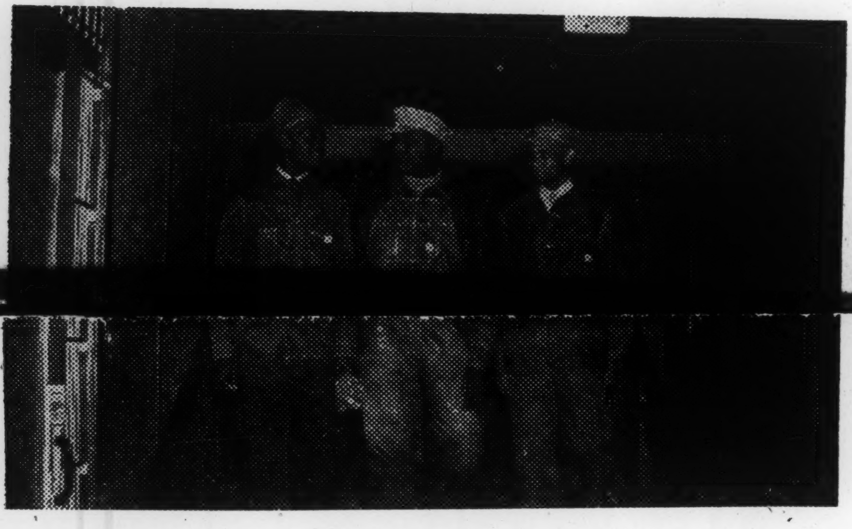


Brother Alex Frazier of Jacksonville, after relating his story at the Hearing.



Reading from left to right: Ed. Sullivan from Jacksonville, Alex Frazier from Jacksonville, A. Philip Randolph, President of Committee, Shade Randolph from Lakeland, Florida, and H. A. Dawson, Secretary-Treasurer of Rock Mount. Back row: George Sams, President of Meridan Division, James Harris, Secretary-Treasurer of Meridan Division, Will Oliver, Secertary of Tuscaloosa, L. J. Randolph of Lakeland, Florida and Ed. Jackson at Brotherhood Headquarters.

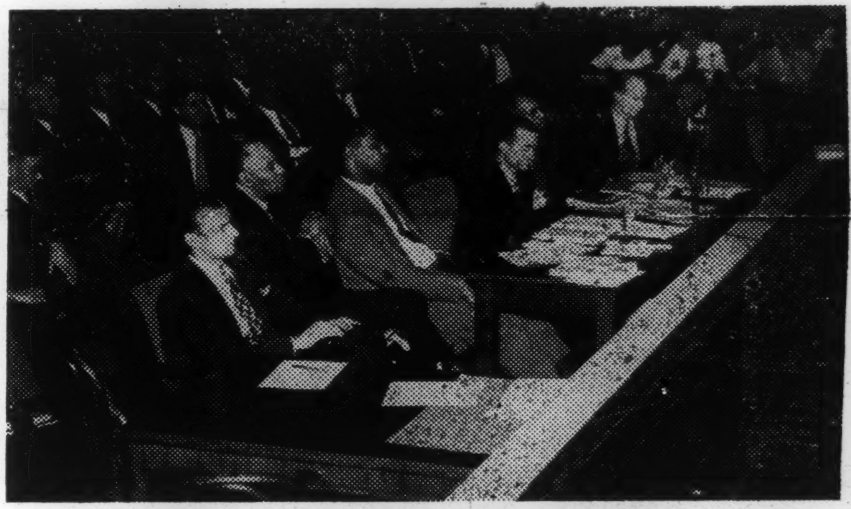
Mexicans testifying at hearings, whose complaints were adjusted before the end of the hearings.



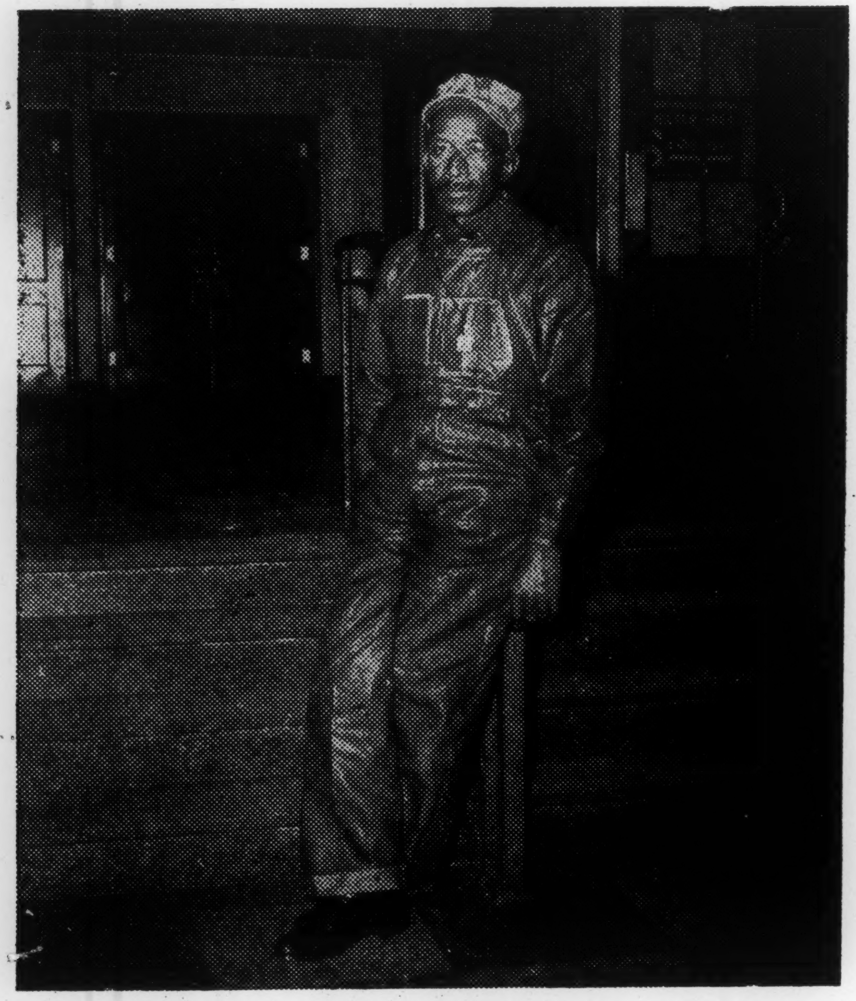
Brothers Randolph, Frazier and Dawson in the fight of the Provisional Committee for job security.

AMERICAN FEDERATION OF LABOR ENDORSES FEPC

The 63rd Convention of the A. F. of L. at Boston, Mass., went on record as endorsing FEPC, following a speech on the structure, procedure and purpose of this Committee by Brother M. P. Webster, 1st International Vice-President of the Brotherhood and a member of FEPC.



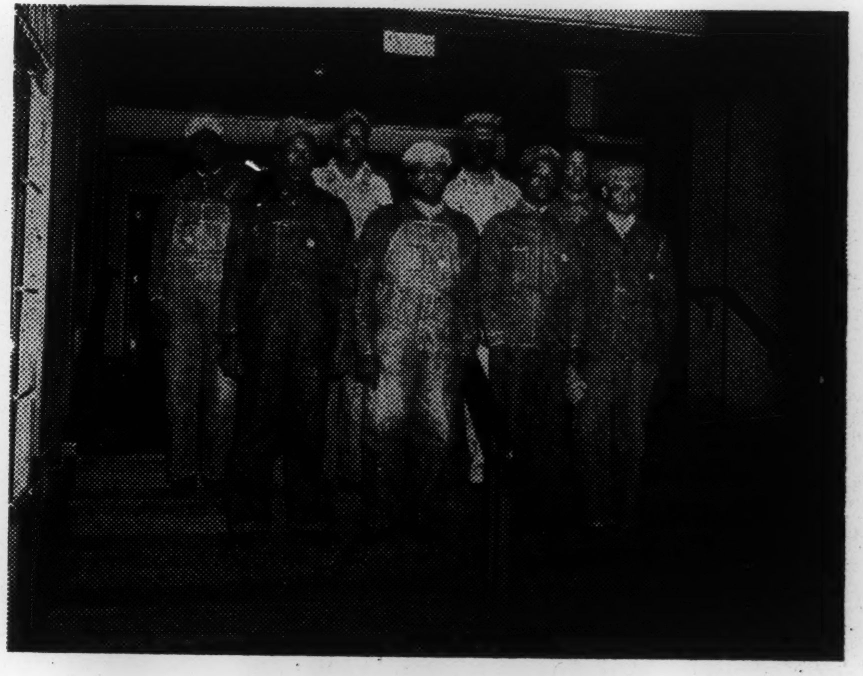
Legal staff of hearings, who were experts on Fireman Case.



Brother Ed. Sullivan, crack Fireman, ready for duty.

Group of Firemen meeting at Brotherhood Headquarters in Washington, being addressed by Brothers Randolph, Burton of Chicago and McLaurin.

Brother Felix Terrel, a Fireman, testifying at Hearing.



A group of Firemen leaving the meeting.

(*Continued from page 2, col. 5N*)

men. Remember, you did not succeed because you had too many little organizations that could not develop any power and the white firemen in the Brotherhood knew it.

LEADERSHIP

The leadership responsible for the Provisional Committee has stood every considerable test known to mankind. They have proven themselves worthy of your support. A. Philip Randolph embodies and exemplifies the spirit of this leadership.

For a long time you have talked about the need for a program. Well, the Provisional Committee offers you a program—a program of organization—a program that will not only give you security on your job but will open avenues for others and keep them opened. You have talked about finding a leadership that you could trust—and you'd follow. May I therefore say to you that there are men who choose honesty as a sole companion. A. Philip Randolph is one of them. He lives in it; with it; by it. He embodies it in his action in life. His words speak it; his face beams it; his actions proclaim it; his hands are true to it; his feet tread its path. It is to him like a God. The Golden crowns of fame could and will not bribe him to leave it.

It is this simplicity and honesty that makes him noble, great, brave and righteous. No man has come to true greatness who has not felt in some degree that his life belongs to his race and what God gives him he gives it for mankind.

When real history shall be written by the true and the wise, Randolph will have his place like every other American leader. The Kneelers of the Shrine of Chance and Fraud shall be the very food of scorn. While those who have borne the burden of defeat, who have earned and kept their self respect, who have never bowed to men or power will wear upon their brows the laurel wreath mingled with the oak.

Attorney Harold Stevens of the firm of Dyett, Baltimore and Stevens, who ably assisted in the preparation and presentation of the case of the Colored Locomotive Firemen before FEPC.

Brother B. F. McLaurin, International Field Organizer, who attended the hearings.

MEN—REPRESENTING THE FAITH OF THE NEW NEGRO IN ATTENDANCE

Among the firemen who have expressed their faith in the leadership just referred to were J. W. Daniels of Tampa, Fla.; H. A. Dawson of Rocky Mount, N. C.; Mose Maxwell of Charleston, S. C.; George Sams and James Harris of Meridian, Miss.; B. T. Snowden and J. W. Pearson, Robert Murray from Savannah, Ga.; Joe Boston of Birmingham, Ala.; Will Oliver of Tuscaloosa, Ala.; Ben Rhodes and Willie Curtis of Augusta, Ga.; Zettler Z. Clay and A. L. Thomas of Macon, Ga.; A. Frazier and Ed. Sullivan of Jacksonville, Fla.; also Nick Coakley and J. W. Jones of Savannah; S. H. Randolph of Sanford, Fla.; L. J. Randolph of Lakeland, Fla.; W. H. Bates of Sumter, S. C.; and J. Anderson of Waycross. These are but a few of the supporting officials of the Provisional Committee; some of whom never fail to rally their support to the unfinished task of winning equality for the Negro—be the call in Chicago, New York, Washington, D. C., or their home town.

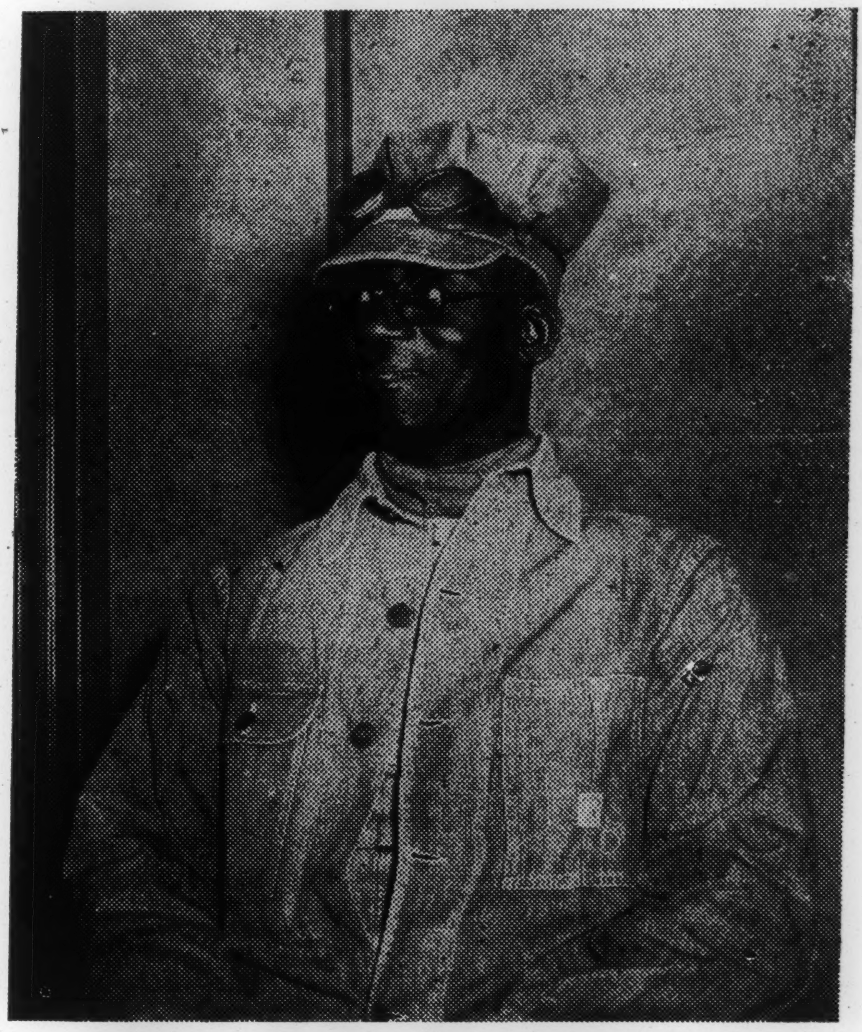
These men are calling to you firemen, brakemen and switchmen in the Association of Colored Trainmen and Locomotive Firemen and the International.

The Provisional Committee means what it says; to provide a place for all who sincerely want to struggle for job security and maintain it. We must either come together and follow a leadership that has already shown its ability to lead or remain in your small organizations and perish—take your choice—do it now—tomorrow may be too late.

CAMPAIGN ON:

B. F. McLaurin, National Organizer, will soon make a tour of the Southland in the interest of unifying the groups behind the Provisional Committee. Get the facts, know the truth—"For the truth will make you free." On to Victory. The forces of injustices must be smashed—you must be given your seniority rights, the rights of employment, the right to live like decent Americans. This is the task the Provisional Committee dedicates itself to. Can we depend on you? Help save F.E.P.C. by making it a truly government agency, free from the enemies of the forces that seek to destroy the freedoms upon which our fathers gave their lives that we may not perish from the earth. To lose your jobs means perish. You must fight to the bitter end. The Provisional Committee is the instrument you must use in the fight. Join today.

In interpreting the President's anti-discrimination order as being directive rather than mandatory, Comptroller Warren attempted to impair the life and usefulness of the Fair Employment Practice Committee which would also impair the morale and loyalty of a number of men now in the armed forces as well as those who are engaged in war production. The President's decision in interpreting his executive order as a mandate rather than a directive was one of courage and in doing so has restored confidence to the minority groups for which this order was issued, giving them hope and faith in Democracy for which the world is now in a life and death struggle.



Brother L. J. Randolph of Lakeland, Florida, happy about the success of the Hearings and ready to resume work as a Fireman.

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THE BLACK WORKER
(OFFICIAL ORGAN OF THE BROTHERHOOD OF SLEEPING CAR PORTERS)
AFFILIATED WITH AFL-CIO/CLC)
"Know Ye the Truth and the Truth Shall Make You Free"

Vol. XXXV - No. 4 APRIL, 1963 19 Price: 5 Cents

MRS. RANDOLPH PASSES AFTER LONG ILLNESS

Mrs. A. Philip Randolph, 79, wife of International President Randolph, died Friday, April 12, after a long illness, at her home in New York City.

Mrs. Randolph, the former Lucille Campbell Greene, was born in Christianberg, Virginia, one of three children of William and Josephine Campbell. She was a graduate of Howard University and taught school in Christianberg before coming to New York where she helped to organize the first Howard University [illegible] sociation. In New York she met Mr. Randolph through their mutal interest in "Ye Friends of Shakespeare" a Harlem theatre group that presented readings from the plays of Shakespeare before church and community groups.

A gracious, beautiful woman of varied interests, Mrs. Randolph campaigned actively for the Socialist Party and was at one time a candidate for the Assembly on the Socialist Party ticket. She completed a course in short story writing at New York University; was a founder, with A'Leila Walker, of the Gothamettes Debutantes Association, a group formed to launch young Negro girls in society, and was active in developing the Fresh Air Camps for underprivileged Negro children. She was a member of St. Philip's Episcopal Church in N.Y.C.

Mrs. Randolph was married to A. Philip Randolph in 1913 and would have observed their fiftieth anniversary on April 15.

She is survived by her husband, two nephews and a host of friends and associates.

SPECIAL PANEL SEEKS SOLUTION IN RAIL DISPUTE

A blue Ribbon Presidential Emergency Board has began closed-door mediation sessions in a final effort to settle the bitter railroad work rules dispute without "the calamity of a national stoppage."

Board Chairman Samuel I. Rosenman, a former judge and New Deal advisor, asked both sides to dispense with the customary "fulldress testimony" and come up with "realistic ideas" for breaking the long bargaining stalemate.

President Kennedy named Rosenman, President Clark Kerr of the University of California and Professor Nathan P. Feinsinger of the University of Wisconsin to the emergency board he set up after railroads sought to put into effect unilaterally a drastic rewriting of work rules, including elimination of tens of thousands of jobs. Appointment of the board preserves existing conditions for 60 days of fact-finding, mediation and bargaining.

"There is so little time," Rosenman said as the board began its work. He said it would "exert all possible effort and influence to get the parties together for bargaining and negotiations—and to keep them together until agreement is reached."

Direct negotiations between the railroads and the five "operating" unions broke off June 22, 1962, when management insisted that any work rules settlement be "within the framework" of recommendations made last year by a study commission. Management walked out of the negotiations when the unions refused the proposed limitation on the scope of the bargaining. A final effort at direct negotiations last month ended with management bolting after less than two hours of talks.

Rosenman told both groups that the board members consider their key function "to help the parties settle their differences by themselves and among themselves."

One of the most recent photos taken of Brother Ashley L. Totten, former International Secretary Treasurer of the Brotherhood of Sleeping Car Porters, who passed on January 26, 1963.

Standing, left to right, are: Ray Corbett, President of the New York State AFL-CIO; A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters; George Meany, President of the AFL-CIO, Harry Van Arsdale, Jr., President of the New York City Central Labor Council; and Ashley L. Totten.

RLEA CHAIRMAN LEIGHTY TELLS INTERSTATE COMMERCE COMMISSION THAT NO SET OF CONDITIONS COULD PROTECT PUBLIC INTEREST IF NEW YORK CENTRAL-PENNSYLVANIA MERGER SHOULD BE APPROVED

Railroad workers whose jobs are abolished as a result of merger deserve better protective conditions than those outdated ones offered by the Pennsylvania and [illegible] merger proposals, Chairman G. E. Leighty, of the Railway Labor Executives' Association, said in a statement prepared for delivery at the PANYC merger hearings before the ICC Examiners in Washington.

Instead of the so-called Washington, Burlington, Oklahoma and New Orleans conditions usually ordered by the ICC to protect workers displaced by mergers, acquisitions and consolidations, Leighty advocated reduction by attrition as the best and fairest means of protecting the rights of workers in mergers. He added that, in the long run, an attrition method would be least expensive for the railroads.

In presenting detailed proposals for job protection provisions on behalf of RLEA, Leighty made it clear that "such presentation must not be considered as a qualified approval of the merger application in this case. The opposition of the Association to approval of this merger application is unqualified for we are convinced that no set of conditions — employee or otherwise—could protect the public interest if the Pennsylvania and New York Central are permitted to merge."

He continued:

"The railway Labor Executives' Association has stated many times its position regarding the pending mergers and acquisitions. Certainly, one of the reasons why this Association opposed this merger and other acquisitions and mergers which are presently pending before the Commission is the extreme and extensive adverse effects which will be visited upon many thousands of railroad employees and their families and which no formula of protective conditions can eliminate. However, our opposition to this merger and other pending mergers

(Continued on Page 2)

RLEA CHAIRMAN LEIGHTY TELLS INTERSTATE COMMERSE COMMISSION THAT NO SET OF CONDITIONS COULD PROTECT PUBLIC INTEREST IF NEW YORK CENTRAL-PENNSYLVANIA MERGER SHOULD BE APPROVED

(Continued from Page 1)

and acquisitions is based primarily upon our conviction that they are harmful to the future of our nation, as well as the railroad industry itself. It is based upon our conviction that they would weaken our base for national economic expansion by curtailing rail transport facilities unduly; that they would seriously weaken our national defense; that they would result in a decline of competition and a growth of monopoly in railroad transportation, and the severe scrapping of lines of railroad and the retirement of equipment and facilities can only mean a loss of service to shippers and interference with the growth of the eastern region of the United States, as well as a continued and increased public criticism of railroad service. As an Association representing virtually every employee of every Class I railroad in the United States, we cannot view each merger and acquisition as if none ever existed. The problem is a national problem and we must view it as such. We believe that the Commission must view it similarly.

"In their consideration of the pending [illegible] or not consistent with the public interest, we strongly urge the Examiners and the Commission to weigh carefully the great hardships which admittedly will befall thousands of employees and their families, and against which no protection can be afforded."

Citing the hardships any other plan except gradual reduction of the work force through attrition would entail, Leighty testified in detail about the inequities inherent in previous protective agreements. He particularly stressed the fact that older workers, those with the greatest seniority, often received fewer benefits. He also called attention to the upheaval in the lives of railroad workers through necessity of moving to accept jobs, when their old ones were abolished, and the loss of retirement and insurance benefits and accrued vacations.

To protect such employees if attrition were not adopted, Leighty, in an appendix attached to his testimony, proposed conditions to safeguards such rights during the protective period. He proposed:

"No employee affected by the transaction approved herein shall be deprived during the protective period of any incidents of his previous employment such as the benefits to which he may be entitled under the Railroad Retirement Act, supplemental pension plans, free transportation for himself and family, life insurance, hospitalization and medical care (whether through a hospital association or an insurance plan), relief and all other incidents of his employment to which he may have been entitled prior to our approval of the transaction herein.

"No employee shall be deprived of his vacation rights as a result of the transaction. Whenever an employee is deprived of his employment and secures other employment, if his vacation rights in the new employment are less than those of his former employment with the carriers, he shall be paid by the carriers an amount equivalent to the difference in vacation time allowed in his new position. Said amount to be determined in accordance with the provisions of Condition No. 1 hereof and in addition to any allowance provided by Condition No. 1.

"In the event an employee is displaced to a position requiring expenditures of money for travel, meals, etc. which was not required of the [illegible] in his former position, the carriers shall reimburse him for said expenditures during the protective period."

Leighty concluded his testimony by quoting from President Abraham Lincoln's 1861 message to Congress:

"Labor is prior to and independent of, capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration."

To which he appended:

"We do not here ask the Commission for higher consideration. but equal, fair and equitable consideration."

RRB ANNUAL REPORT FOR 1962 RELEASED

The Railroad Retirement Board's **Annual Report** for 1962 has been released.

The **Report** is available to the public, and requests for copies should be directed to the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C. The price per copy is 60 cents.

The **Report** summarizes financial, administrative, and legal developments in the programs under the Railroad Retirement and Unemployment Insurance Acts during the 1961-62 fiscal year. It also includes a statistical summary of operations under the programs and statistical tables on selected characteristics of benefits and beneficiaries.

UGANDA 107TH NATION TO AFFILIATE WITH ILO

Director-General David A. Morse of the International Labor Organization has announced that Uganda, which joined the United Nations last October, has become the 107th nation to affiliate with the ILO.

CAN WE DO LESS?

The Brotherhood of Sleeping Car Porters has agreed to assist the Treasury Department in the 1963 Freedom Bond Drive, May 1 to July 4. We have told the Treasury that we will recommend to each family in our membership that they buy at least one U.S. Savings Bond during the Drive and report that purchase to their local union so that we receive credit for participation.

When we help the Treasury to increase the sale of Savings Bonds to the American people—particularly to the American family—we are helping to insure a healthy economy, collectively and individually. For, **strong families keep America strong!** A family with adequate financial resources will be a stronger family.

Families that put a part of their savings in profitable, safe, liquid Savings Bonds, will be strengthening their financial resources and improving their standard of living. By doing so, they will be assuming a part of their citizenship responsibility—the benefits of which will extend from the individual saver through the family, the community and the nation.

We believe that every American family wants to do something that will strengthen this country.

America needs families of courage and faith and resolution—people who know that citizenship is a responsibility. Such individuals and families are indispensable to our nation's greatness.

The Treasury's problem is that of reaching this nation's 50,000,000 families, in whom the strength of America lies. We can and should help. Here's what we agreed to do:

(1) Ask every family represented in our membership to buy a United States Savings Bond between May 1 and July 4, 1963, (through the payroll savings plan, banks, school savings, etc); and

(2) Ask each member buying a bond (or bonds) to report his purchase (or purchases) to his local union secretary, who will then report the total number of purchasers to the Savings Bonds County Chairman in his community.

President Kennedy recently said:

"Today we need a nation of citizens who are not only prepared to take up arms, but citizens who regard the preservation of freedom as a basic purpose of their daily life and who are willing to consciously work and sacrifice for that freedom. The cause of liberty, the cause of America cannot succeed with any lesser effort. All of these are involved in the Savings Bonds Program."

Lending financial strength to our country by the purchase of United Savings Bonds is one of the ways we. as Americans, can be that kind of citizen, that kind of family—thus helping to keep freedom in our future.

Can we do less?

BRITISH RAIL WORKERS ASK WORKWEEK CUT

Two British affiliates of the International Transportworkers Federation—the National Union of Railwaymen and the Associated Society of Locomotive Engineers & Firemen—have agreed to press jointly for a work-week reduction from 42 to 40 hours.

EDITORIAL POINT OF VIEW

(The following is a reprint of an editorial release from Radio Station WLIB, Harlem Radio Center, New York, New York.)

THE GRAVEYARD OF CIVIL RIGHTS

Cemeteries are usually given attractive names to hide their grim purposes, and a great many of them in the United States have taken the nice-sounding name of Greenwood. It is appropriate therefore that the graveyard of civil rights should happen to be a place called Greenwood in the Magnolia State of Mississippi.

Greenwood is a town of some 40,000 people in Leflore County. It is the same county where 14-year-old Emmet Till was brutally shot and killed for whistling at a white woman. It is also the county which gave birth to the notorious White Citizen Council and where Gus Courts was shot down in cold blood for trying to register. It was there, too, that Mack Parker was lynched after the sheriff obligingly went home and left his keys to the cell in the jailhouse.

Within the past four weeks Greenwood has once again become the scene of bitter conflict. Efforts by the Student Non-Violent Coordinating Committee to encourage Negro registration has resulted in a wave of violence. James Travis, a field secretary of [illegible] the neck; another field secretary, Samuel Block, was the victim of a shotgun blast at his car. Dewey Greene, whose son is attempting to enroll at the University of Mississippi, had his home shot up, and police were using dogs to break up crowds of Negroes trying to register to vote and several Negro-owned businesses were burned.

It seems to us that it is time for the Federal Government to put a stop to this lawlessness. Both Attorney General Kennedy and FBI Director J. Edgar Hoover should stop pussyfooting around and send Federal marshals into Greenwood to protect law abiding citizens who want to exercise their basic Constitutional rights. It is time we put a stop to rule by bullets and return Greenwood to the American way of rule by ballots!

BSEIU PRESIDENT NAMED TO NEW YORK BOARD OF HIGHER EDUCATION

President David Sullivan of the Building Service Employees has been appointed to the New York City Board of Higher Education by Mayor Robert F. Wagner. Sullivan succeeds Joseph Geist, who resigned, and will fill out a term that expires in 1968. The board, with 22 members, is the governing body for the city university system.

TANGANYIKA WORKERS WIN NEW BENEFITS

Transport Workers in Tanganyika have won contract improvements including annual leave of 21 days with pay; a 42 hour week; overtime pay, sick leave and advance dismissal notice or a month's severance pay.

LEIGHTY COMPLIMENTS RAILS FOR 'REMARKABLE JOB OF BRAINWASHING'

A spokesman for rail unions "complimented" railroad management for having done "a really remarkable job of brainwashing the American people" but took newspapers and their editorial writers to task for not having done a better job of "probing behind an industry's propaganda to get at the facts."

Chairman G. E. Leighty of the Railway Labor Executives' Association told Washington, D. C. newsmen at a National Press Club Luncheon that the railroad industry's claim of "poverty" is a "myth."

He said the railroads have unleased "a massive propaganda drive" arguing that "they are on the brink of financial disaster . . . and that, because of so-called 'featherbedding', they are being forced by greedy union leaders to pay excessive labor costs." The "facts" Leighty declared, "dispute every one of these claims."

The industry is "in the healthiest financial state in its history," he said. Between 1951 and 1961, its operating revenues enabled it to reduce its long-term debt by nearly $1 billion and invest an average of $1 billion a year in plant—while dividends went up.

Leighty charged that railroads, through bookkeeping changes, are able to conceal their "true financial situation, when it serves the [illegible] so."

He noted that the Interstate Commerce Commission voted to permit the Chesapeake & Ohio to acquire stock control of the Baltimore & Ohio Railroad after the latter reported losing $31 million in 1961. Leighty added:

"I ask you if it doesn't seem most unusual that B&O operations were profitable through 1960 and again in 1962," and ran a deficit " that year, and only that year," when the acquisition proceedings were pending.

Congress can "help the railroads, he said, by declaring a moratorium on railroad mergers and thus "save many railroads from the results of the industry's own folly."

Instead of cutting service, railroads "should hustle for new business to use railroad plant to full capacity," Leighty declared.

The rails, he said, "should stop chasing the merger 'will-of-the-wisp' which is at best a temporary palliative and ultimately means less railroad plant, service and profits. Our country is growing. It needs more railroad service, not less, to meet the needs of an expanding economy."

Leighty pledged that if the railroads "get back to trying to give the public the kind of service to which it is entitled, the railroad unions will do all in their power to cooperate."

While management is complaining about "featherbedding," he said, the railroads "have enjoyed the benefits of an increase in output per man-hour of labor twice that of American manufacturing industry as a whole."

In response to questions, Leighty said he believed that "hard negotiation and mediation" can bring about settlement of the railroad work rules dispute.

His own belief, he said, is that locomotive firemen "are absolutely essential to safe and efficient railroad operation."

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TOTTEN — THE SOWER

"Behold, a sower went forth to sow."—St. Matthew 13:3

Totten, the Sower, went forth to sow the seed of the fraternity of colored laborers in the service of Pullman. Fired with zeal and passion to liberate the porters from the benevolent, industrial paternalism of Pullman, Totten sowed the seed of economic truth as he went up and down the country preaching the gospel of free, democratic trade unionism, symbolized by the Brotherhood of Sleeping Car Porters.

Aware of the many failures of porters to build a bona fide labor union to serve as the duly authorized agent to bargain collectively for increased wages and improved working conditions, Totten sought to sow the seed of unionism in a field full of thistles, (the company union) euphemistically called the Plan of Employee Representation.

But in this inhospitable field, the thistles of porter Uncle Tomism choked the tender growth of labor unions to death. Thus, Totten threw his life and labor into the long, hard task of sowing the seed of building a house of organized labor, the Brotherhood, in the Pullman service, with, by, of and for the porters and their families in particular, and all of the black and white workers on the rails in general, in the United States and Canada.

History is full of the records of warriors who went forth to do battle; of scientists who, in their observatories, searched the heavens for the stars; of navigators who dared to venture to cross the trackless seas, and all of these things are good and redound to the honor and glory of man. But no servant of mankind has labored more nobly than the sower who went forth to sow.

Do you hear the song of the harvest home?

Do you see the wooded wagons following one another in a long line to the farmers barn?

If so, remember that there would be no harvest home if the sower went not forth to sow.

As the flail is falling upon the wheat or the threshing machine is making the grain to leap from among the chaff and the miller's wheels are grinding merrily and the women are kneading the dough and the bread is set upon the table and the parents and children are fed to the full, do not ever forget that all this could never happen unless "a sower went forth to sow."

He who sows not the seed for the harvest, shows no decision or goal of life or purpose of living or reason for existing, but like a weathercock changes with every wind of doctrine and suggestion, which can only lead to a life that is dull, monotonous, empty and without meaning.

Such was not the case with Totten.

He had a dedicated commitment to a goal, purpose and reason for living, namely, the business of being a sower of the seed of the Brotherhood of Sleeping Car Porters to bring forth porters who were fearless and uncompromising on the great principles of industrial democracy, first-class economic citizenship, human dignity, racial and social justice.

Without a consecrated purpose and a goal, Michaelangelo never could have brought forth the Sistine Chapel of the Vatican with its unforgettable beauty, grace and dignity, nor could Leonardo da Vinci have given the world the Last Supper with its incomparable challenge of love, humility and suffering of the lowly Nazarene to the ruthless persecution of the mighty Caesars and high priests.

By the same token, porters, attendants and dining car employees represented by the Brotherhood would not now be free, independent trade union workers emancipated from the pauperization and enslavement of Pullman and railroad company unionism if Totten, the Sower, and his fellow comrades, co-workers and brothers had not gone forth to sow the seed of bona fide trade unionism of the Brotherhood of Sleeping Car Porters, now an honored affiliate of the American Federation of Labor—Congress of Industrial Organizations and the Canadian Labour Congress.

On this action of the sower hinges the very life of man. Bread, the staff of life, would be broken and taken from him and the light of his life would flicker away and go out, if the sower did not still go forth to sow. The spiritual sowing stands in the same relation to the spiritual, intellectual and moral world that natural sowing occupies in the natural world.

The challenge, integrity, achievement, status, prestige, position, place and power of the Brotherhood of Sleeping Car Porters will only have reality if the leaders and rank and file porters will, like Totten, never cease to go forth as sowers and preach the gospel of Brotherhood trade unionism.

Verily, the sower of whom St. Matthew speaks never had a name. He never had any identification. He was only known as a sower. His individuality was swallowed up in his service to society. What matter it though the name of the sower if, perchance, he ever had one, continues to remain unknown, for this fact will not minimize or disevaluate the importance of his role to mankind.

Just as those who stand in awe and wonderment at the marvels and intoxicating beauty of nature, just as no artist would change the mountain streams great silver ribbons into winding highways, or winter snowflakes chiseled, as it were, by some great heavenly smith into some electric light, or daisies into buttercups, so it is well for the fortune and fate of man that a sower remains a sower, even without a name, until Gabriel sounds his golden trumpet, for without the sower there is no salvation.

Yes, Totten is one of a long, noble line of sowers.
Socrates was a sower; he sowed the seed of knowledge.
Jesus Christ was a sower; He sowed pearls of truth.
Out of the glory of His eternal nature and love
He went down to Bethlehem.
He became a Babe in the Manger.
He waited until the seed was ready.
He stood by Jordan and at Capernaum and Nazareth.

Everywhere, He scattered those great seeds of wisdom and charity that made the wilderness and the solitary place to be glad, and the desert to rejoice and blossom as the rose.

All Christendom has sprung from the seeds sowed by Jesus, the Carpenter, and the world is still reaping the harvest of the seed-sowing on the hillsides of Galilee.

Then saith He unto his disciples; "The harvest is truly plenteous, but the laborers (or sowers) are few."

Verily, there is a famine abroad on earth—a famine not of bread but of the spirit. Our bread has been in abundance though millions now living have not partaken thereof. It is not a famine of gold, for the glitter of it has blinded man to the glory of the twinkle of the stars.

It is a famine of greater gravity, sweep and catastrophe to labor, business, government, the Negro and the world. It is the famine of great men, consecrated men, fearless men, sun-crowned men—men who will go forth to sow the seeds of truth, freedom, equality, justice, peace and plenty, even when it is required to live dangerously.

Truly, man's greatest need is great men. Not men of money but men of moral might. The world is suffering from a terrifying nemesis of mediocrity; it is in decline from the sickness of ordinariness.

Fortunately, Negro leadership in the Church and in civic, labor, fraternal and educational circles is rising to this challenge with nobility in numerous instances, as symbolized by the greatness of the spirit of Brother Ashley Totten, former international secretary-treasurer.

Now, be not unmindful that sowing is an act of faith. If a man had not great faith in God and himself, he would hardly take the little corn he has and go out into the field and bury it in the ground. His good wife, whose intuitional wisdom is invariably deeper than that of a man, might say to him, John, you are wasting corn the children need.

When Totten went forth to sow the seeds of truth of trade unionism to black labor, by building the Brotherhood, he was swept by the evil winds of trial, torment and treachery, but he possessed the faith that moved mountains. He not only continued to sow the seed of labor unionism in defiance of the Colossus of Pullmanism but he, along with the porters and their families, began to reap the harvest of recognition of the Brotherhood with improvement in the wage income and a deeper sense of self-respect.

The long, bitter struggles of the porters under the banner of the Brotherhood, inspired by the courage, consecration and nobility of Brother Totten, changed their whole basic attitude toward life. One of the great delusions of our time is that you can reap without sowing.

Totten knew better. His life of sacrifice was witness to the universal principle that man will only reap what he sows.

Before the porters organized the Brotherhood to advance and protect their interests and rights, the porters never began to reap what they sowed. Thus, Totten, as a leader of labor, had not only the task of sowing the seed of economic truth, but the responsibility to fight for the right of the porters to reap the harvest of their labor.

Have ye leisure, comfort, calm,
Shelter, food, love's gentle balm?
Or what is it ye buy so dear
With your pain and with your fear?

The seed ye sow, another reaps;
The wealth ye find, another keeps;
The robes ye weave, another wears;
The arms ye forge, another bears.
Percy Bysshe Shelley

(This is the third article of a series of articles by International President A. Philip Randolph on the life and work of Ashley L. Totten, former international secretary-treasurer.)

SOME FACTS EVERY PORTER, ATTEN PARTICULAR, AND NEGRO RAILROAD ABOUT THE BROTHERHOOD

Five years following the enactment of the Transportation Act of 1920 the Brotherhood of Sleeping Car Porters made its bow upon the stage of American trade unionism. Its first task, like all unions, was to win the allegiance, mind and membership of the 12,000 Pullman porters then in the employ of the Pullman Company. To achieve this objective, a veritable CRUSADE was consistently and constantly carried on over the far-flung rails of the nation and in every Pullman district and agency in the country.

TWELVE YEARS' FIGHT FOR RECOGNITION

But it was twelve long years before the BSCP won its main and major GOAL; namely, RECOGNITION by Pullman as the duly authorized bargaining agent of the porters. This was accomplished through a nationwide representation election conducted under the supervision of the National Mediation Board. The victory of the Brotherhood was overwhelming in 1935.

FIRST AGREEMENT

After two years of negotiation with Pullman, the leaders of the BSCP signed an AGREEMENT which provided for an **increase** in **wages** and the **240-hour workmonth,** with time and a half for overtime paid after 260 hours. The agreement was signed in 1937.

BUILDING THE WAGE STRUCTURE

Following this epoch-making and historic achievement, the Brotherhood proceeded to concentrate all of its interests and forces on the JOB of BUILDING the WAGE STRUCTURE of the porters to lift them out of the industrial slums of economic wretchedness and social misery and impoverishment.

While raising the wage level of the porters leaves much to be desired, basic progress has been made, especially in comparison with the wage income of the porter in 1925 when the BSCP was born.

WAGE INCREASES BEFORE BSCP

It is significant, to say the least, that 20 years before the coming of the BSCP the wage increases of the porters amounted to around fifty dollars. But **20 years** after the BSCP signed its first contract with Pullman in 1937 more than three hundred and sixty dollars ($360.00) have been won in wage increases. One has only to note the following table of wage raises:

PAY RAISES WON BY THE BROTHERHOOD

Date	Raise	New Rate	Date	Raise	New Rate
Oct. 1, 1937	$12.00	$100.50	Jan. 1, 1952	$20.50	$304.93
Sept. 1, 1941	21.60	122.10	Dec. 16, 1953	10.25	315.18
Dec. 1, 1941	2.40	124.50	Dec. 1, 1955	20.50	335.68
Dec. 27, 1943	38.40	162.90	Nov. 1, 1956	20.50	356.18
May 22, 1944	24.00	186.90	Nov. 1, 1957	31.13	387.31
Sept. 1, 1947	6.00	192.90	May 1, 1958	8.20	395.51
Oct. 1, 1948	37.20	230.10	Nov. 1, 1959	16.40	411.91
Feb. 1, 1951	39.98	270.08	May 1, 1960	8.20	420.11
July 1, 1951	14.35	284.43	July 1, 1960	10.25	430.36
			June 6, 1962	21.07	451.43

GRAND TOTAL—PAY RAISES——Per Month $362.93 Per Yr. $4,355.16

ADJUSTMENT OR GRIEVANCES

Because of the old, discredited company union system of handling grievances under the Plan of Employee Representation, where management sat on both sides of the table, the porters never won a case, right or wrong. Thus, following the signing of the first agreement with Pullman, the BSCP set up a Grievance System to provide machinery for the handling of grievances and claims of the porters.

WEBSTER HEADS GRIEVANCE SYSTEM

To the end of giving sound and effective defense and protection to the porters under the rules of the agreement, Brother M. P. Webster, first international vice president, was appointed to handle the grievances and claims of the Brotherhood before the National Railroad Adjustment Board, the "Supreme Court" for the adjustment of grievances and claims of employees in the railroad industry.

The record of victories for porters before the Board is second to none. Not only has the Brotherhood made a creditable showing in protecting the interests and rights of the porters under the able and resourceful presentation of the cases to the Board by Brother Webster, it has also won the respect of the members of the National Railroad Adjustment Board, railroad management, and the railroad unions.

REGIONAL ZONE SUPERVISION IS SWORD AND SHIELD OF PORTERS, ATTENDANTS AND DINING CAR EMPLOYEES

The Brotherhood's Grievance System is nationwide, serving as a "watchdog" for the protection of the porter whenever and wherever trouble plagues him.

Brother Bennie Smith, zone supervisor and second international vice president, has chalked up over the years an enviable record in adjusting grievances and claims in his far-flung zone which covers the Dominion of Canada. His long and fruitful experience in battling with Pullman superintendents has enable him to develop the know-how in effectively saving many porters' jobs and winning claims.

CANADA

Like most of the international railroad unions affiliated with the Railway Labor Executives' Association and the American Federation of Labor—Congress of Industrial Organizations in the United States, the Brotherhood of Sleeping Car Porters, too, represents the sleeping car porters on the Canadian Pacific Railroad.

The struggle of the Brotherhood to become the duly authorized bargaining agent was a long and difficult one. The same policy of directing the main attention to the business of building the wage structure for the porters on Pullman was followed in the Dominion of Canada on the Canadian Pacific. There is comparable success. A major reason for this was, and continues to be, the able leadership of Brother A. R. Blanchette, international field representative of the Brotherhood. He has been an apt student of the veteran labor leader, Bennie Smith.

PACIFIC COAST ZONE

One of the most qualified officials of the Brotherhood of Sleeping Car Porters, and an outstanding trade union leader, is Brother C. L. Dellums who presides over the Pacific Coast Zone. He won his spurs in the battle of the Brotherhood under the uncompromising champion of the cause of the porter, old "Dad Moore" of Oakland, California. Brother Dellums has won some of the biggest money claims in the movement.

ANT AND DINING CAR EMPLOYEE IN WORKER IN GENERAL, SHOULD KNOW OF SLEEPING CAR PORTERS

ST. LOUIS — SOUTHWESTERN ZONE

The St. Louis Division of the Brotherhood which was organized by the old pioneer, Brother E. J. Bradley, was one of the great battle grounds of the Brotherhood. Upon the passing of Brother Bradley, Brother T. D. McNeal, fourth international vice president and a distinguished senator of the State of Missouri, took over the reins of leadership of the St. Louis-Southwestern Zone. He has given, and still gives, the porters and dining car employees constructive guidance and counsel in his zone.

EASTERN ZONE

The extensive Eastern Zone, the headquarters of which is New York City, is ably directed by Eastern Zone Supervisor B. F. McLaurin. Brother McLaurin is one of the younger, aggressive leaders of the Brotherhood and Negro labor. He has been a worthy successor to Thomas Patterson, who was one of the dedicated and honored pioneers of the Organization in the Eastern area of the country.

LOCAL GRIEVANCE COMMITTEES

There is more to the Brotherhood's Grievance System than the activities and direction of the regional zone supervisors. The local grievance committees that are manned by the rank and file carry on the major grievance work of the Brotherhood. It is a day-to-day task and responsibility. Of course, these local grievance committees receive guidance from the regional supervisors since the International Brotherhood is responsible for the activities of its local divisions.

GRIEVANCE AND CLAIM RULES

Without sound grievance rules that provide proper latitude and opportunity for the presentation of the case of the aggrieved worker, with the full recognition of the rights of the employee, it is hardly possible to protect and defend the rights and interests of workers at hearings with the skilled and competent representatives of railroad management.

Being aware of the tricks and machinations of Pullman management in the handling of grievances and claims of porters, the Brotherhood took great pains to see to it that a sound Grievance and Claims Rules Structure was included in the first agreement. Thus, it can be readily recognized by anyone with experience in progressing grievances and claims on railroads that the Brotherhood of Sleeping Car Porters' Grievance and Claim Rules are on a par, or superior, to the grievance and claim rules in any agreement of any union in the railroads today.

REASONABLE DOUBT RULE

In fact, the Brotherhood is in the forefront of rail unions in the development of the strength and scope of grievance rules in that it was the first to secure a rule providing that no employee within the scope of the agreement with the Pullman Company shall be disciplined or penalized unless charge against the said employee has been proven BEYOND A REASONABLE DOUBT.

Be it said to the brilliant negotiating and rules-building ability of First International Vice President Webster, that he conceived and wrote this rule and won its acceptance by Pullman. Needless to say it has saved many porters' jobs because it gives reality to the philosophy that the accused must be considered innocent until proven guilty.

40-HOUR WEEK OR 173-HOUR WORKMONTH

Reducing the workmonth is now the issue of the hour. **If the Brotherhood had not been involved in the business of building a wage structure and a grievance rule structure it would have started the fight for a shorter workmonth over a decade ago.**

WHY THE FIGHT FOR THE 40-HOUR WEEK OR 173-HOUR WORKMONTH NOW?

The Brotherhood has embarked upon this CRUSADE for a reduction in the workmonth:

1. Because porters and attendants and dining car employees it represents are losing jobs.

2. Because the reckless discontinuance of passenger runs results in the displacement of porters and attendants.

3. Because of the abolition and consolidation of districts.

4. Because of the pooling of runs.

5. Because 95 percent of the railroad workers have the 40-hour week. The only railroad workers that do not have the 40-hour week are Negroes and the white employees that supervise Negroes, such as Pullman conductors and dining car stewards. This is, of course, rank and flagrant racial discrimination.

6. Because the 40-hour week is recognized as a federal statutory workweek, as set forth in the Fair Labor Standards Act of 1938.

TEN CENTS AN HOUR WAGE INCREASE

Of course, the wage increase of 10.28 cents an hour is due the porters and attendants of the Pullman Company, New York Central, Rock Island and Soo Line railroads because of the wage settlement in the summer of 1962 for and in behalf of the non-operating employees.

The Brotherhood did not accept this wage increase at the time of the settlement because the Pullman Company, New York Central, Rock Island and Soo Line railroads insisted upon the maintenance of a moratorium provision with the wage increase which would have prevented the Brotherhood from beginning the movement for the shorter workmonth for a year.

The wage increase of 10.28 cents an hour is a part of the package deal which included proposals for:

(a) Workmonth of 173 hours, or 40-hour week

(b) Wage increase of 10.28 cents an hour

(c) Job protection, or the application of the principles of the Washington Job Protection Agreement to the railway and Pullman employees represented by the Brotherhood of Sleeping Car Porters.

NYC CENTRAL LABOR COUNCIL RECEIVES FEDERAL GRANT

The New York City Central Labor Council, AFL-CIO was designated recently by the Vocational Rehabilitation Administration of the U.S. Department of Health, Education and Welfare, as the first labor body in the country to receive a federal grant to develop a job and health rehabilitation project to aid displaced workers. The grant totals $90,000 for one year, with the guarantee of a two-year renewal.

The Central Labor Council, through its Community Services Committee, under terms of the grant, will set up a labor-rehabilitation liaison office for referral of union members and their families and, in its efforts, will emphasize the rehabilitation aspects of labor health programs.

One individual in each local union affiliated with the Central Labor Council will be responsible for the referral mechanism. Similar coordinators will be appointed in liaison with labor health centers, the Health Insurance Plan of Greater New York, the Blue Cross-Blue Shield, Group Health Insurance, union health, welfare and pension funds, and the major commercial underwriters of group hospitalization and surgery insurance.

The end in view is to facilitate the placement of rehabilitants. The Central Labor Council hopes to achieve this, through the new project, by the introduction of rehabilitation experts under the collective bargaining agreements, an increase in the scope of benefits under the health insurance provisions of these agreements, and through more effective case-finding.

Harry Van Arsdale, President of the N. Y. City Central Labor Council, and Michael Sampson, chairman of its Community Services Committee, hailed the federal grant as a real "break-through" in an area of our economic life which has grown increasingly disturbing to the labor unions, the manpower agencies, the vocational rehabilitation people, the social welfare and employment agencies. Louis Levine, who serves as Director of the Community Services Committee of the Central Labor Council, has been named to head up the project.

For the purpose of facilitating placement, the AFL-CIO Community Services Committee will provide the New York State Division of Vocational Rehabilitation and other rehabilitation agencies with the necessary help in reaching union leadership so as to quickly evaluate re-employment problems.

More effective labor participation will also be sought in a joint effort by the N. Y. Workmen's Compensation Board, the DVR, the N. Y. State Insurance Fund, Commercial carriers of workmen's compensation, management, labor and others to provide the rehabilitation services required by workmen's compensation claimants, and others under disability coverage.

The new project, Mr. Van Arsdale declared, hopes to close the present gaps in rehabilitation services to the entire community. In a statement issued by him and Mr. Sampson, they said:

"This is essentially a pilot project. It will serve to demonstrate a service, it will be educational in character, as well. We expect it to succeed also as a practical measure for bringing the rehabilitated worker and the suitable job together. We are confident that what we shall succeed in doing will serve as an example for other industrial areas in the country.

"While labor, management and government are wrestling with the problems of automation, unemployment, the shorter work week and jobs for youth, we feel the problems of workers, displaced for health or job reasons, must not be lost sight of. Many of them are the major or sole breadwinners of their families. Many of them can be salvaged for useful work. They need not be thrown on the scrapheap of industry. They can be retrained and, once again, earn a living wage, so that they can fill out many useful years with dignity and self-respect, freed of the terrible anxieties which come with job displacement.

"A number of laudable institutions already exist which have continued to grapple with problems of rehabilitation. But it is obvious that, if their efforts are to succeed, they must be coordinated and pipe-lined into trades and industries where jobs are available, or can be created for the rehabilitated worker. This cannot proceed hit-or-miss, through duplication of effort or waste motion, because such misplaced efforts can only add to the anguish and heartbreak of the worker in need, seeking a job.

"Our project, aided by this federal grant, will try to come up with some of the answers to the problem of the rehabilitated worker. With the cooperation of existing agencies dealing with various aspects of the problem, we hope to succeed.

"The union officials paid a special tribute to Commissioner Mary Switzer of the Vocational Rehabilitation Administration and to Terence Carroll, Executive Director, National Institutes on Rehabilitation and Health Services for their support of our efforts in undertaking this project."

MACHINES DISPLACING MEN ON U.S. FARMS

In addition to being thrown out of harvest work by cotton-picking machines, cotton workers now "are even being displaced by geese" in the weeding operations. This dramatic illustration is given in the 1962 annual report of the National Sharecroppers Fund, to show the extent to which human labor is being eliminated in farming. A quarter of a million cotton pickers were displaced by machines between 1959 and 1961 alone.

A striking example of men displaced in northern agriculture, according to the report, is that "in 1962, 95% of the Massachusetts cranberry crop (one of the largest on record) was harvested by picking machines." Displacement of agricultural workers generally, however, is greater in the South than elsewhere and is proportionately greater among Negro farmers.

Employment of seasonal farm workers declined for the third straight year in 1962. While there was a slight increase in hourly wages, annual earnings did not rise because of a drop in the number of days worked. As a result, the report points out, "average annual earnings of farm workers dropped from $1,125 in 1960 to $1,054 in 1961." (Figures for 1962 are not yet available.)

Federal programs, particularly the Commerce Department's Area Redevelopment Administration program and the Agriculture Department's Rural Areas Development program, instituted to aid these economically displaced and underemployed people, have so far failed to give significant help to those who need it most.

"About one out of every six Southern farm operators is Negro," the report states. "Less than one-third own or even rent their own farms; about 40% are sharecroppers, and the rest are tenant farmers." Of the one million rural Negroe families (1960), 57% have incomes of less than $2,000 a year, while only 19% of the white population are in this bracket. "The discrepancy is increasing," the report continues. "The median income of Negro farm families was 52% of that of white Southern farm families in 1950 but only 45% by 1960." Yet, the report charges, while most of the Southern rural counties eligible for federal ARA aid "meet the criteria of need because of the abject poverty of their Negro families . . . most of the aid goes to the white families."

On the positive side, "1962 saw several real changes for the better," the report says. These included a "significant drop in the number of imported contract workers, because the Department of Labor enforced more diligently the provisions to prevent adverse effects on domestic wages and working conditions, and a federal health program for migrants."

Placing these gains in perspective, however, the report comments that "these few restrained measures are pitted against an agricultural revolution which has forced millions of people off the land in the last ten years. As one result, untrained workers are arriving in cities where jobs are already scarce and necessary skills levels are rising. This same agricultural revolution has concentrated economic power so that one-half of one per cent of all farms . . . account for 20% of all farm products sold, while the workers those farms employ receive the lowest wages and have the highest unemployment rate of any group in our economy, and lack the cushion of social legislation which protects other workers."

Copies of the report, titled "The 1962," are available from the NSF Condition of Farm Workers in office at 112 East 19 Street, New York 3, New York. The National Sharecroppers Fund has enlarged its field staff and stepped up its program of providing information, guidance, and organizing help to local groups in the rural South to enable them to take advantage of federal programs before they are deprived of their land and homes, and to make alternatives available to those already dispossessed. The 26-year-old NSF is headed by Dr. Frank P. Graham, former U.S. Senator from North Carolina. International President A. Philip Randolph is vice-chairman, and Eliot D. Pratt, publisher of CURRENT magazine, is treasurer.

STRUCK RAILROAD'S TAPE RECORDER ENDS U.S. MEDIATION EFFORT

A top federal mediator's effort to help settle the Florida East Coast Railway strike through exploratory meetings with company officials lasted just 20 minutes.

Then Francis A. O'Neill, Jr., a member of the National Mediation Board assigned by President Kennedy to the strike, discovered that the traditionally private and informal session was being transcribed on a tape recorder.

O'Neill indignantly told the railroad executives that he considered their unannounced recording of the meeting "an insult to the U.S. Government." He broke off the session when the company officials refused to turn the recorder off and insisted on the right to transcribe all talks with government mediators.

Back in Washington, O'Neill confirmed to newsmen that the railroad's refusal to follow the normal procedures of mediation had forced the government to suspend its efforts.

O'Neill, who went to Florida after successfully assisting in the settlement of the Railway Clerks' job security negotiations with the Southern Pacific Railroad, was assigned to the FEC strike after the Florida congressional delegation urged Kennedy to send a personal representative to the scene.

Meanwhile, the non-operating unions' strike remained solid. Operating crafts were respecting the picket lines and the only trains running were staffed by management officials.

The "non-op" unions struck January 23 after the company continued to refuse to give employees the 10.28 cents an hour pay increase granted last year by every other Class I railroad.

SUPPORT BILLS TO SAVE RAILROAD PASSENGER TRAIN OPERATIONS

Railroad labor announced its support of legislation to "keep passenger trains on the tracks," in a statement recorded for broadcast in RLEA's series of radio news programs by Ernest H. Benson, National Legislative Representative of the Brotherhood of Maintenance of Way Employees.

Describing Senator Vance Hartke, of Indiana, and Representatives Harley Staggers, of West Virginia, and John Bennett, of Michigan, as "three forward-looking legislators" he added.

"In truly bi-partisan fashion, they would repeal Section 13a of the Interstate Commerce Act which permits the railroads to eliminate rail passenger service by simply posting a notice of intention to do so."

The text of Legislative Representative Benson's statement follows:

"Three forward-looking legislators, Senator Van Hartke, of Indiana, and Representatives Harley Staggers of West Virginia, and John Bennett, of Michigan, have introduced bills that would keep passenger trains on the tracks.

"In truly bi-partisan fashion, they would repeal Section 13a of the Interstate Commerce Act which permits the railroads to eliminate rail passenger service by simply posting a notice of intention to do so.

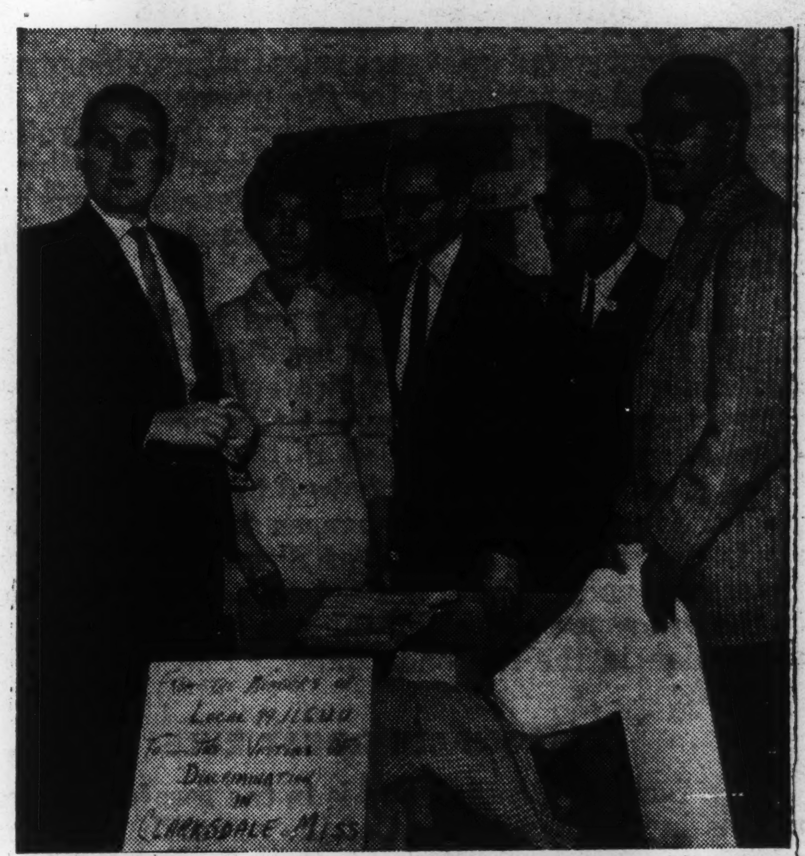
"Their bills would give back to the States authority over passenger trains which Congress in 1958 turned over in large measures to the Interstate Commerce Commission. State public utility commissions best know passenger service needs in their area. Railroad labor supports this legislation as needed in the public interest to preserve adequate railroad passenger train and commuter train service."

RAILWAY LABOR OPPOSES TRANSPORT MONOPOLY BILL

The Railway Labor Executives' Association informed Congress that it is strongly opposed to a pending bill which would permit freight forwarders to acquire control of rail, motor and water carriers.

In a telegram to Chairman John Bell Williams and other members of the House Subcommittee on Transportation and Aeronautics which has been holding hearings on the proposal, the RLEA emphasized that the legislation would "effectively exempt such acquisitions from the anti-

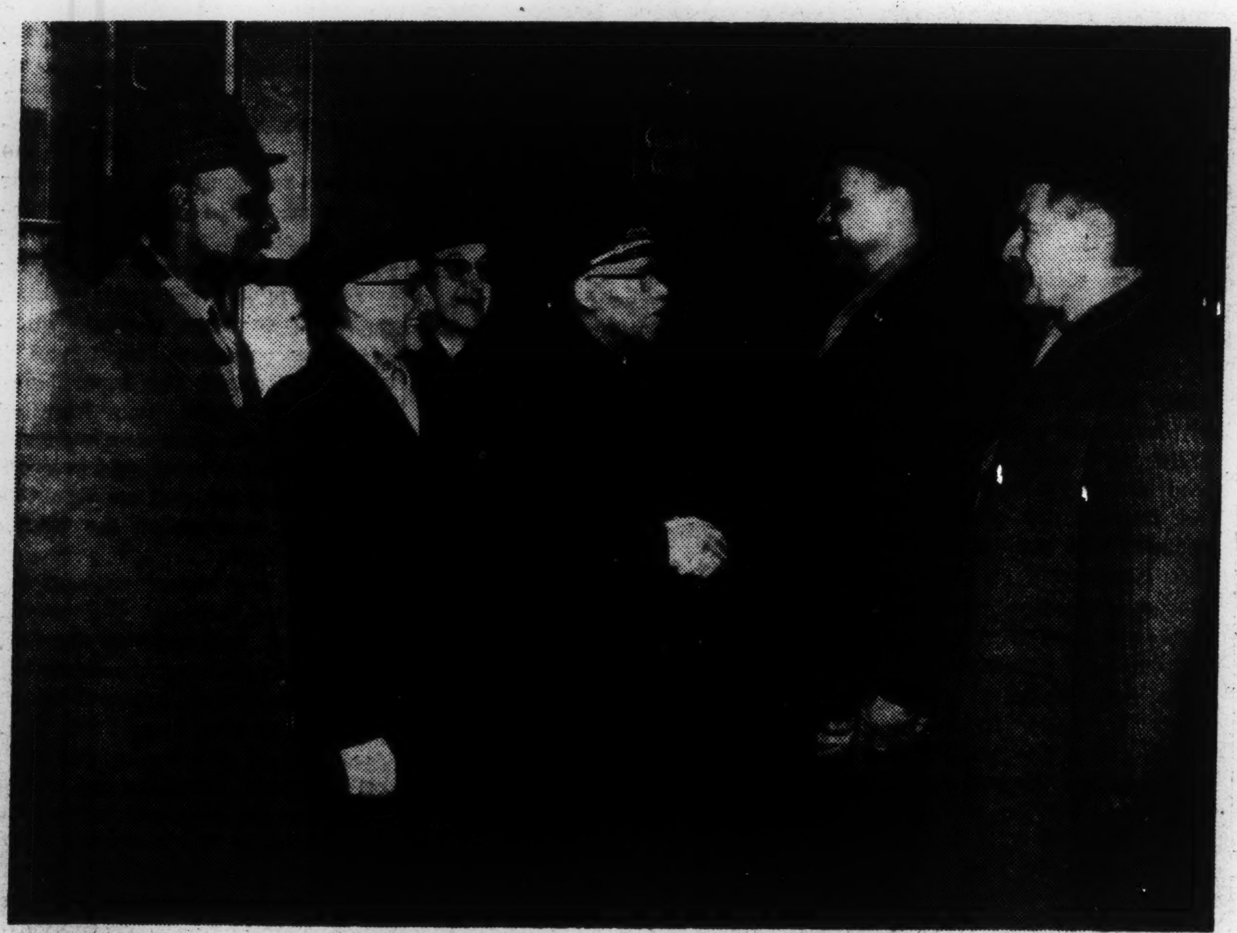
(Continued on Page 7)



HUNDREDS OF POUNDS of clothing have been gathered by Ladies' Garment Workers Local 99, to aid the more than 20,000 Negroes dropped by Mississippi local officials from federal surplus commodities rolls. The Congress on Racial Equality (CORE) charges the action was in retaliation for efforts of Negro citizens to register for voting. Inspecting the clothing, from left, are Douglas Levin, manager of Local 99; Elizabeth Phillips, a local member; Marvin Rich and Bob Gore, with CORE community relations programs; James Arkord, Local 99 committee member.

NEWS FROM THE BROTHERHOOD DIVISIONS

MONTREAL



Brother H. A. Dyer, a charter member of the Montreal C.P.R. Division is shown in the above photo, on the completion of his last trip in the service of the Canadian Pacific Railway Company, being congratulated by International Field Representative A. R. Blanchette on a job well done throughout the [illegible] sides to dispense[illegible]ths of his employment relationship with the Company which came to an end, through superannuation, on February 28, 1963.

Shown also in the photo, left to right, are Brother Preston Jennings, local secretary-treasurer; Messrs. F. [illegible], sleeping car agent; F. Dowe, platform inspector; and N. A. Taggart, assistant superintendent, Sleeping, Dining and Parlor Car Department, all of whom likewise expressed warm greetings and best wishes to Harry, as he is affectionately called, for a long and happy retirement.

TAMPA

The local executive board held their regular meeting recently and business of importance was transacted.

International President A. Philip Randolph, International Vice President M. P. Webster and Eastern Zone Supervisor B. F. McLaurin held a series of meetings with the division in March. The status of the Organization's fight for a shorter workmonth and job protection was discussed in detail at these meetings.

During their stay, the officials visited the home of President M. Gregory and had a delightful time.

Mr. Herbert Charles, son of Brother and Sister Herbert Charles, has been selected by the faculty of Morehouse College to visit South Africa for 3 months.

Brothers Leslie Young, Wesley Young and G. C. Abrams are on the sick list. Brother Leslie Young is now able to get around following a series of operations. We wish these brothers a speedy recovery.

The Auxiliary and division extends their heartfelt sympathy to the bereaved family of Brother Joe Davis who passed away on January 12, 1963. He was funeralized from St. Mark's Baptist Church in Port Tampa. Brother Davis worked for the Pullman Company for many years. He was employed by the Company on November 24, 1924 in Jacksonville, Florida where he worked until he retired on disability in June, 1961.

(We carried this news item on the above death in the February issue of THE BLACK WORKER but an error was made in the name. The correct name is Joe Davis and not Joe Green as appeared in that issue. We regret that this error occurred and extend our apology to the Davis family).

ST. LOUIS

The first Thursday in each month has been approved by the St. Louis Division as the permanent meeting date. The meetings will take place in the Sarah-Page YMCA Youth Center. It is the aim of the president, Brother A. R. Dailey, to have these meetings last only one hour. Please make an effort to come to the meetings. It will be an hour well spent.

Since taking office President Daily has been able to be present at all of the meetings with the exception of two. International Vice President T. D. McNeal has also been present to give valuable information about different phases of the work of the Organization, working conditions, negotiations, etc.

The president wishes to thank the chairmen and co-chairmen of the various committees for serving so diligently. They are as follows: Brothers M. Van Buren of the Pension Committee, O. W. Page, Time Sheets; J. A. Means, Auditing; W. L. Edwards, Sick; H. Blanks and J. C. Burton, Entertainment; and P. L. Travis of the Pallbearers.

The Entertainment Committee gave a very successful Whist Party at the Tophatters Club in March, where very attractive prizes were given away. Plans are being completed for a boat excursion on July 25th.

A Valentine Party was sponsored by the Ladies Auxiliary at the home of Brother and Sister W. L. Edwards. The Brothers were requested to encourage their wives to become active members of the Auxiliary.

The local is requesting each member, in line, to fill out a schedule sheet of their dates at home. This information is badly needed by the office force.

Our sincere sympathy is extended to the families of deceased Brothers E. Moye, Wm. Borders, Hughie Walton, Webster James, Odie Cross, Lloyd James, L. D. Ellis and H. H. Wyatt. Our sympathy is also extended to Brothers Cy Smith, W. Randall, R. J. Middleton and M. C. Brooks upon the passing of their wives, and to Brother J. M. Buckley whose son was recently killed in an automobile accident.

Wedding bells recently rang out for Brothers D. S. Taylor, Clifton Davis and J. B. Graham.

Our sick list includes Brothers Eddie Garrett, M. W. Irvin, L. E. Hinch, L. Nesbitt, Leander James, A. W. Hinds and Hubert Williams. We wish them a speedy recovery.

ATLANTA

The division is holding its regular monthly meetings and the attendance is usually very good.

Deepest sympathy is extended to the Deadwilder family upon the death of Brother Joe Deadwilder who passed on April 3, 1963. Brother Deadwilder was a loyal and faithful member of the Organization, and will be greatly missed by the members of the division.

Brother Hurst has been removed from Evansville, Indiana and is now confined to a private hospital here. His condition is reported as critical and we are praying for his recovery.

WASHINGTON ASSOCIATION OF RETIRED MEN

The revision of the constitution was the principal business at the meeting of the Association of Retired Men which was held on March 15, 1963. All of the officers and 30 members were present at the meeting.

So far this year we have three new members. They are Brothers R. A. Robinson, Albert Stone and Woods. We now have 47 members in our group.

It is a great pleasure to meet and socialize with our brothers once a month. We recall past experiences and talk about the present pleasure of living without having to listen for the call of the sign out man.

Learning to live on a reduced income after retirement is one of our most urgent problems. We are thankful that we have been able to overcome this obstacle.

Brothers H. H. Lomax, J. C. Lewis and A. Russell are on the list. We wish them a speedy recovery.

TEST YOUR LABOR I. Q.

1. The U. S. Department of Labor celebrated its ——— anniversary last month.
   a) 25th
   b) 50th
   c) 75th
2. The rate of unemployment in the U. S. is climbing steadily and is now slightly over
   a) 6%
   b) 8%
   c) 10%
3. The revised Social Security Law enables workers to retire on reduced benefits at the age of
   a) 58
   b) 60
   c) 62
4. If the British Labour Party wins the next election, the new Prime Minister will be
   a) Clement Attlee
   b) Harold Wilson
   c) Anthony Eden
5. The Majority Leader of the U. S. Senate is
   a) Mike Mansfield
   b) Hubert Humphrey
   c) John W. McCormack

Each correct answer counts two points, score yourself as follows: 2-4, poor; 6-8, average; 10 superior. (Answer to test on Page 8.)

RAILWAY LABOR OPPOSES TRANSPORT MONOPOLY BILL

(Continued from Page 6)

trust laws and inevitably would be an entering wedge to the development of an intermodal concentration of power in the transportation industry, and would thwart the long-range public interest.

"A sound transportation policy" the RLEA declared, "requires not only the preservation of existing competition in transportation but also further action legislatively to bring about the application of stronger anti-trust standards to areas now exempt, particularly in regard to rail mergers and consolidations."

RRB RELEASES 1962 SERVICE CERTIFICATES

The Railroad Retirement Board has released more than 954,000 Certificate of Service Months and Compensation (Form BA-6) for distribution to employees who worked in the railroad industry in 1962. The BA-6 certificates give employees a report of their creditable railroad service and earnings in 1962 and in the 1937-62 period.

A BA-6 certificate has been prepared for every railroad employee who earned at least $500 in creditable compensation in 1962 or who worked in all 12 months of that year. The certificates are sent to the railroads for which the employees last worked in 1962 and are distributed by the railroads. If an employer cannot locate an employee, his certificate will be returned to the Board.

An employee who should receive a BA-6 certificate for 1962 but does not do so by June 1, 1963, should check first with his foreman or supervisor. If he changed jobs after 1962, he should notify his 1962 employer of his present address so that his certificate can be mailed to him. Finally, if the certificate cannot be traced through an employer, he should write to the Director of Wage and Service Records, U. S. Railroad [illegible] Street, Chicago 11, Ill. Employees should always give their social security account numbers when writing to the Board.

ALL-STAR RECORD BEING SOLD TO HELP REFUGEES

An "all-star festival" phonograph record, produced under the auspices of the United Nations, has gone on sale throughout the free world to help in resettlement and rehabilitation of the more than 10 million refugees, victims of totalitarianism, racialism and colonialism.

The long-playing recording of popular songs features as soloists Bing Crosby, Louis Armstrong, Maurice Chevalier, Nat "King" Cole, Ella Fitzgerald, Edith Piaf, Doris Day, Patti Page and Mahalia Jackson, all of whom contributed their talents gratis. Yul Brynner, special consultant to the UN High Commissioner for Refugees, headed the selection panel.

The record — $3.98 monaural, $4.98 stereo — is on sale in the U.S., Europe, Asia, the Middle East and Africa. In the U.S. the record is being promoted by the U. S. Committee for Refugees. AFL - CIO President George Meany is a vice president of the committee; Vice Presidents Joseph Beirne and Jacob S. Potofsky are members of the board.

The musicians, composers and copyright owners have all waived royalties. The record industry pressed and distributed the record at cost. The U.S. Committee for Refugees has established a central point for direct mail orders: REFUGEES, Post Box 1000, Grand Central Station, New York 17, N.Y.

LADIES AUXILIARY

DALLAS

In the lovely home of Sister Marion Hart, the Auxiliary observed "Appreciation Night" with a program and surprise party in honor of Sister Emma Cash who has been a faithful member of the Auxiliary for more than 25 years.

With President Annie May Taylor presiding, the program included the following:

Song—"Hold the Fort"; Prayer—Brother B. C. Cash; Song—"We Shall Not Be Moved"; Welcome to the Guest—Sister Lelia Levingston; Response — Brother J. Taylor, Sec.-Treas., Dallas Division; Opening Remarks — President Annie May Taylor; The Occasion—Sister Lula Lewis; Subject—Cooperation and Its Results—Sister Susie Jackson; Letter of Recognition—Sister Hattie Hervey; Words of Appreciation—Sister Blannie Wills; Presentation of Scroll—Brother L. J. Willie.

The presentation of the scroll was the highlight of the evening. The scroll bore the signatures of Brothers A. Philip Randolph, international president and William H. Bowe, acting international secretary-treasurers.

Sister Maggie Haswell presented a gift to Sister Cash in behalf of the Auxiliary. The gift and scroll were highly appreciated by Sister Cash. She stated that this occasion was the happiest moment of her life, and that she was grateful to the Brotherhood and [illegible] the honor bestowed upon her.

President Annie May Taylor, in summing up the work and dedication of Sister Cash, stated that her participation in and faithfulness to the Auxiliary stands out as a monument to the labor movement.

Another presentation was made to the 1962-63 Queen of the Dallas Division, Sister Mattie Griffin. Her diversified activities and contributions speak for themselves. We are indeed proud of and grateful to Sisters Cash and Griffin and many others who show the same type of interest.

Brief remarks were also made by Brothers William Jackson, J. D. Thompson, B. C. Cash, L. J. Willie, W. C. Haswell, A. L. Lewis, J. Taylor, C. H. Hervey and Elmo Brooks.

Brother Hervey furnished the music for the occasion, and Brother E. Brooks took pictures of the group. Brother and Sister Hervey dedicated a duet to Sisters Cash and Griffin. Sisters Marion Hart, hostess; and Ida Ellis, cohostess; served a delicious dinner, and a good time was had by all.

NEW YORK

(The following address was delivered by Mr. Howard N. Meyer, editor, Collier Edition, Higginson's ARMY LIFE IN A BLACK REGIMENT, at the Annual Negro History Week Celebration, sponsored by the New York Auxiliary. We enjoyed this address so much that we asked Mr. Meyers to send us a copy so that we might publish it for the benefit of the auxiliaries throughout the country.)

For one who has come to learn—a little late in life—that there is much more to American History than is taught in our schools, and that what is taught in our schools is full of falsehoods, it is hard to put a time or subject limit on remarks commemorating Negro History Week. I have a burning conviction that our Civil Rights organizations—which have each performed well, under handicaps, in their fields of concentration—must come to grips with the history-teaching problem, if they are ever to make a massive breakthrough. Brotherhood Week, as the politicians like to say in their speeches, should be celebrated all year 'round—but there will be no true brotherhood in our land until Negro History Week is observed all year;—not until it becomes unnecessary for there to be a Negro History Week.

The segregationists and some of the so-called "moderates"—the go-slow folk—have a favorite theme whenever someone calls for action: action in the field of voting in the South, housing in the North, job-discrimination across the land. They say, first you have to have education. And while they say it they laugh up their sleeves. Because, by and large, they have the most important part of the educational process tied up in a knot!

The significance of mis-teaching history as a method of insuring preservation of white supremacy was seen 90 years ago by Wade Hampton, even before he had overthrown the lawful government of South Carolina, in a speech in which he said it was the "duty" of the ex-Confederates "to vindicate the great principles for which the Confederacy fought . . . to explain to the world the everliving truths she sought to maintain . . . and to place on the eternal record an appeal . . . to the tribunal of history." His people responded. For the next 40 years Confederate veterans' committees censored and saw to it that Southern history books were properly slanted; Southern white scholars fanned out over the country and took over the history writing and teaching in our great universities, almost as if by plan.

By and large they succeeded in creating a picture of American History, frozen in to present-day textbooks, which teach that—

> Slavery was a benefical, civilizing institution that was overthrown only when it had outlived its usefulness in training the savage; Emancipation was as unnecessary and even unwanted gift presented to helpless Negroes:
>
> Reconstruction in the South after the Civil War was a period of shameful plunder by Negroes and carpetbaggers and proved that ignorant freedmen had been given the vote too soon.

Then comes the real tough one: what happened to the Negro in the South from 1877 onward was such an atrocity that the power of man to lie was not equal to the task of disguising it. Therefore, it is not mentioned at all; or else passed over with a vile wisecrack: those who condemned or recall the multiple political assassinations of the leaders of the Negro people in the South are said to be merely "waving the bloody shirt."

It is no wonder that so many Americans, at least those who have not known or worked with Negroes in school, shop, or factory, still thinks of them as history's helpless pawns, an inferior people; he reads "Negro" in his newspaper and thinks to himself: "nigger." Of course this is a product of education, has to be fought by education, and reached through the particular part of education that produced it: the misteaching of American History. The distorted teaching of history has had its effects on the young Negro too—in giving him feelings of inferiority and hence of submissiveness,—by depriving him of pride in his heritage and a sense of continuity with his past. The work of Carter G. Woodson and W. E. B. DuBois has helped to combat this, but their efforts and the efforts of their heirs, such as Charles Wesley and Rayford W. Logan and Saunders Bedding and John Hope Franklin, must be multiplied on a far broader, and on an integrated basis. We need white freedom teachers and freedom writers to help make possible the speeding up of the integration that the freedom riders have helped along. Every one of us who is a parent, member of a P.T.A., or who can make himself heard in some other way can join this part of the fight.

We all remember how the U.S. Military Government in Germany, and later the German government itself, to a certain extent, faced the problem of trying to help remake that country into a democracy. One of the big problems was the deep and intense anti-Semitic feeling among the Germans. How did they tackle it? By seeing to it that the facts of recent German history were faced; by opening the eyes of the young and of those who had lived quietly through it to what had been going on in the concentration camps and the crematoria. Half of the American race relations problem of mis-taught history has to be solved similarly. We must face and teach our children, and their parents, what really happened between Negro and white in our country, over the years; how the Negro was lynched, plundered, flogged, and intimidated for half a century after Emancipation, until they retreated and got to "know their place' in the South, and stayed in it until Martin Luther King led thousands who decided that they'd rather walk than ride a bus for a while; until those brave young lads in North Carolina decided that they'd rather sit-in hungry than eat standing up.

The other half of the history teaching problem is to get across the story of how the Negro, throughout our history, has led the fight for his own freedom. It is particularly timely in this Emancipation year to remember that fact above others. America must face her shame in the fact that when the promise of Emancipation of 1863 was made a mockery from 1877 to 1954, it was not merely the withholding of a freedom that had been offered on a silver platter to a helpless people. It was the theft of a freedom that had been hard and nobly won by men in arms who, in fighting for their own freedom had also helped to save their country—from a treasonable attempt of slaveholders to overthrow the government to protect their property.

When Lincoln came to the point of issuing his proclamation of Emancipation, it was the culmination of a historical process. That process included the work of the abolitionist movement over the years. History books conceal the fact that abolitionism was an "integrated" a movement as the freedom riders of today. William Lloyd Garrison side by side with Fred Douglass; Wendell Phillips and James McCrummell; Rev. Samuel May and Rev. Samuel R. Ward; Henry Ward Beecher and Henry Highland Garnet.

In the writing and timing of the Proclamation, Lincoln was mightily influenced by individual Negroes such as Douglass, and by the outspoken community actions of free Negroes across the land. I can cite one example of interest here.

Until August 1862 Lincoln who, while always personnaly opposed to slavery, was never sure what to do about race relations afterwards, still thought so-called "colonization" schemes. On August 14, 1862, he discussed his ideas for voluntary departure of Negroes from the U.S. with a Negro delegation. Shortly afterwards, Garrison's **Liberator** reported a resolution passed by a mass meeting of the colored citizens of Queens county who declared —

> we have the right to have applied to ourselves those rights named in the Declaration of Independence. . . . our answer is this: There is no country like our own. Why not declare slavery abolished and favor our peaceful colonization in the rebel states.

This was but one of the many expressions by Negro Americans that helped Lincoln along the last difficult part of the road that led to the issuance of the great proclamation of freedom.

That proclamation, in turn, finished opening the door that Thomas Wentworth Higginson's pioneer black regiment had pried loose in the Sea Islands of South Carolina.

You will not find in the textbooks used currently in most schools any reference to the testimony, from high sources, of the importance of the Negro soldier to his country in the Civil War. Secretary of War Stanton said, "This whole contest would have gone against us if at the last moment we had not got 200,000 Negroes to come and join our armies and turn the tide of victory on our side." Thousands of pages and hundreds of thousands of words have been written about the Civil War Centennial, without any reference to Lincoln's statement about the loyal black regiments: "Take two hundred thousand men from our side and put them in the battlefield or cornfield against us, and we would be compelled to abandon the war in three weeks."

Half of our historians, segregation-minded, conceal the role of those black regiments in the Civil War; the other half, ashamed of the century of betrayel of the black men who fought for freedom for all Americans, prefer to forget them. Now, as we mount a nationwide effort to bring back to life what has been the dead-letter Amendments to the Constitution we must bring back to the history books the words of Book [illegible] T. Washington—certainly no [illegible] tremist — who said: "The serv [illegible] which the Negro [illegible] perform [illegible] in the Civi [illegible] the freedom of their race not only convinced the officers who commanded them and the white soldiers who fought by their side that the Negro race deserved to be free, but it served to convince the great mass of people at the North that the Negroes were fit for freedom. It did, perhaps, more than any other one thing to gain for them, as a result of the war, the passage of those amendments to the Constitution which secured to the Negro race the same rights in the United States which are granted to white men."

For those who think I exaggerate the nature and extent of distortions of history, I can only suggest that they look at the history or social studies textbooks given to their children. A recent, and horrible example of the effect of these distortions is found in the opening column of a new, nationally syndicated columnist, from whom New Yorkers were spared by the newspaper strike. This Mr. Max Freedman had the impudence or the ignorance to write in a column which appeared in the Washington Post, Philadelphia Inquirer, Chicago News and I don't know how many other papers that the "Negro was the absentee client" at the time of the Emancipation.

Let the lesson of Negro History Week, 1963, be that this type of lie and distortion must be exposed and rebutted, unceasingly and tirelessly; that the fight for Civil Rights will be hindered and incomplete until we pick up the neglected tool — and integrate America's heritage.

TEST YOUR LABOR I. Q. ANSWERS

(Test on Page 7)

1. b) 50th
2. a) 6%
3. c) 62
4. b) Harold Wilson
5. a) Mike Mansfield

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THE BLACK WORKER

(OFFICIAL ORGAN OF THE BROTHERHOOD OF SLEEPING CAR PORTERS)

AFFILIATED WITH AFL-CIO/CLC

"Know Ye the Truth and the Truth Shall Make You Free"

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SUPPLEMENTAL RAIL PENSION BILL ADOPTED

RETIRED RAIL MEMBERS TO BENEFIT FROM NEW PENSION BILL

History was made for railroad workers when the Senate, following the lead of the House, approved a new supplemental rail pension bill, plus a 7 percent hike in benefits for other retired railroad workers who did not get an increase last year.

The legislation was based on an agreement worked out in tough bargaining between the nation's railway unions and the railroads, and approved by the Railroad Retirement Board.

Payments under the measure become payable in November.

Those eligible for supplemental pensions will be long-service rail workers who retire from the industry and are awarded Railroad Retirement annuities on or after July 1, 1966 and upon their attaining 65 years of age.

Based on years of railroad service, the supplemental pensions will be as follows: 25 years, $45 a month; 26 years, $50; 27 years, $55; 28 years, $60; 29 years, $65; 30 or more years, $70.

Creditable service will be determined as under the Railroad Retirement Act. The Railroad Retirement Board will administer the new pensions. Eligible retirees drawing employer-paid benefits from a private pension plan will have their new supplemental pensions cut proportionally—but in any event they will get an added payment equal to at least 7 percent of their present regular Railroad Retirement annuities.

The new supplemental pensions, under this legislation, will last for five years. Before the end of that time, however, the rail unions will be free to press for extension and improvement of the pension plan—and they are expected to do so.

The new pensions will be financed by a tax on the railroads of 2 cents per employe hour. The employes themselves will pay nothing. Railroad spokesman J. E. Wolfe said this new tax will cost the railroads about $150 million over the five year period.

Paid officers and employes of the rail unions are eligible for the new pensions on the same basis as railroad employes, with the unions paying the 2 cent tax in this case.

Unlike the supplemental pensions won by unions in other industries such as auto and steel, the new railroad pensions—since they're governmental and based on a tax—will cover the whole of the industry without exception. Also, they ensure that no railroader will lose pension rights because his employer goes bankrupt or merges.

The new 7 percent boost in Railroad Retirement annuities will go to annuitants who did not receive such increase last year as a result of the 1965 Social Security amendments. Those getting the supplemental pensions will not receive this increase in their regular annuities.

The increase in the regular annuities will be financed by a Railroad Retirement tax boost of ½ percent on employers and employes as of next January 1.

A second bill making technical amendments in the Retirement Act was also passed. Most important item in that bill is a provision extending Railroad Retirement benefits to children of deceased railway workers from age 18 through 21 if they are full-time students.

INTERNATIONAL EXECUTIVE BOARD SETS UP UNIFORM POLICY ON HANDLING OF DISMISSAL NOTICE UNDER UNION SHOP AGREEMENTS ON ALL CARRIERS

During the past several years, some of the railroads with whom we have agreements have allowed us to withdraw dismissal notices against delinquent members if such members offered to pay up their dues within 30 days after such notices were filed. The Pullman Company and several railroad have gone along with this practice. However, for several years most railroads with whom we have Union Shop Agreements have refused to allow us to withdraw these notices once they are filed.

In order to guarantee that all members on all roads are treated the same, the International Executive Board, meeting at Chicago, September 12-13, 1966, ordered that, effective January 1, 1967, the Organization shall not withdraw any Dismissal Notice constitutionally served against any deliquent member under any of our Union Shop agreements. Thus, if any member is behind or gets behind in his dues on and after January, 1967, and thereby forces the Brotherhood to file a Dismissal Notice with the employer, **that man's job is gone forever.**

Under the Dues Deduction Agreements now being negotiated there will be no reason or excuse for a member to become delinquent with his dues. All he has to do is to sign a Dues Deduction Authorization form and his dues will be deducted from his pay for the last pay period in each month. With Pullman, the Santa Fe and the Burlington, dues for January, 1967 will be deducted for all those who authorize it prior to November 15, 1966. In order to eliminate the possibility of forgetting their dues and thereby losing their jobs, I urge all Brothers to be sure and sign the deduction form.

SUGGESTIONS FOR MEDICARE PATIENTS

Payment of Doctor Bill

The American Medical Association at its recent convention adopted a resolution recommending direct billing of patients by doctors. Direct billing may cause additional problems and unnecessary expense to many of those insured under the Medicare program.

The Medicare law provides two ways to pay a doctor bill. One is by payment to the doctor (assignment method) and the other by payment to the patient (direct billing). Under the first, the doctor accepts an assignment of the medical insurance benefits and agrees to accept reimbursement directly from the Medicare program for 80 percent of the cost (after the $50 deductible is met) and to charge the patient no more than the remaining 20 percent. Under the second, (direct billing) the amount of the charge is entirely between the doctor and the patient. The patient must send in a paid and itemized bill. He will be reimbursed for 80 per cent of

(Continued on Page 2)

MEANY HAILS DECLARATION ON RIOTING AND DEMAGOGUERY

The following is the text of a letter which was sent by AFL-CIO President George Meany to International President A. Philip Randolph:

It was with warmth and enthusiasm that I read the advertisement in the New York Times this morning, signed by yourself and your fellow leaders of the civil rights movement.

Please extend to each of them my warm thanks and congratulations for they have in this restatement of principles and commitments summed up, in admirable fashion, the problems, the aspirations, the needs of America in this crucial moment in history.

I know that you need no reassurance of the AFL-CIO's intentions but I would appreciate it if you would convey to your colleagues the AFL-CIO's firm and unswerving determination to achieve full equality in America in all fields—education, employment, accommodations, housing and justice.

Your restatement of commitment to the attainment of racial justice by the democratic process, your repudiation of the strategies of violence, reprisals or vigilantism, your reaffirmation of the goals of integration commends itself to every thinking American

There is, in America today, a so-called "white backlash." It is deplorable. It was born out of the ability of demagogues to capitalize upon rioting. It stems from unreasoning fear stimulated by the reckless cries of "black power."

It thrives on the ignorance of many citizens as to the real issues involved in equal rights controversies.

You and I agree that extremism is the antithesis of democracy and extremism by advocates of justice for America's minority population cannot be countenanced any more than extremism by advocates of white supremacy. In my book, the advocates of black supremacy and white supremacy belong in the same camp and the American trade union movement opposes both equally.

I know we are also in agreement that the problems faced by the civil rights movement cannot be resolved in an economic vacuum. As the AFL-CIO has repeatedly said, equal opportunity in employment is meaningless unless there is full opportunity; equal housing is impossible until we eliminate the slums and build the homes America needs for all its population—black or white; equal education is impossible until America puts its money where its mouth is and builds the kind of schools and supplies them with enough well-paid teachers to do the job of providing good education for every one of our children.

The AFL-CIO is dedicated to building the kind of America which will supply the answers to all of these problems. Our goal is to provide the schools, provide the jobs, provide the homes, provide the health care and provide the understanding that it is poverty and ignorance and despair that are the real root causes of all of America's domestic problems.

The AFL-CIO will not retreat from its commitment to the cause of civil rights any more than it would retreat from its commitment to abolish poverty, illness, suffering, and want in this nation.

You and I agree, I know, that a vital first step to the achievement of our goal must be a massive turnout of every registered voter on November 8, voting for those who back our program, voting in opposition to those who would delay or destroy it. We know both the friends and the enemies of the civil rights movement and of the labor movement in the Congress of the United States.

In the crucial elections of 1966, it behooves both the civil rights movement and the labor movement to support our friends and defeat our enemies. Those who counsel a boycott of the polls this year are either deliberately or mistakenly aiding only the enemies of both civil rights and the labor movements, and are playing into the hands of the demogogues who use the white backlash to halt social progress in America.

No one could honestly pretend that the road to the achievement of full civil rights for all will be an easy one but it is a road America must traverse for it leads to a goal we must achieve.

In the achievement of that goal, the labor movement marches side by side with the leaders of the civil rights movement, like yourself, who joined in today's restatement of the policies and commitments of the civil rights movement.

Let me reiterate the AFL-CIO's position: We reject out of hand the concept that there can be any first-class or second-class citizenship in the United States. In our country there can be only one class—citizen—the highest and most meaningful title in a democracy.

MEDICARE

(Continued from Page 1)

"reasonable charges" that are "usual and customary." All charges above this will have to be paid by the patient.

Since a bill marked paid must be sent in before reimbursement can be made, direct billing creates particular difficulties for the large percentage of our senior citizens who lack the money to make an immediate payment of a medical bill. The doctor could mark the bill paid and trust the patient to pay him at a later date when he is reimbursed. Unfortunately, some doctors are requiring the patient to sign a promissory note before marking the bill paid. These notes have many legal ramifications They can be sold to third parties such as collection agencies.

Though there is no specific time limit on sending in claims, it is best to send them in as soon as possible to insure that records and information are available to validate the claim. No payment can be made, however, until the patient's bills add up to more than the $50 deductible.

Every Medicare beneficiary undergoing medical treatment should do the following:

1. Discuss fees with his doctor before treatment begins. Secure his agreement to accept the "reasonable charge" of the Medicare program.
2. Urge his doctor to accept the assignment method. This way the doctor will be reimbursed directly and, in accepting the assignment, he agrees to accept the "reasonable charge" determined by the office where the claim is sent. The patient does not have to pay the doctor and wait to be reimbursed
3. The patient should do his utmost to avoid signing a promissory note. If the doctor insists on direct billing and especially if he requires the signing of a note, the patient should consider switching to another doctor who will accept the assignment method.

Every Medicare beneficiary who receives a doctor bill he feels is too high can do the following:

1. Discuss the bill with his doctor and suggest he reduce his charges.
2. Write to the organization which handled the claim and tell them why he feels the bill is too high. If not satisfied with the reply, he can request a formal hearing. The hearing will be held by the organization and not the Social Security Administration.
3. Check with the local Social Security office for advice.
4. Complain to the local medical society that the charges are too high.
5. Seek assistance from AFL-CIO Community Services Representative. If none in the communty, consult with local unions, local chapters of the National Council of Senior Citizens, or other appropriate organizations for assistance.

DEDUCTIBLES & EXCLUSIONS

There are two parts to the overall Medicare program—a basic hospital plan (Part A) available to all eligible citizens, and a voluntary medical plan (Part B) generally available only to those who are eligible for the basic plan. A small monthly premium ($3) must be paid for the voluntary medical plan if this additional protection is desired. Nearly everyone who will be 65 years of age before 1968 is eligible for Medicare whether or not they are eligible for Social Security or Railroad Retirement benefits — even if still employed and even if they have no wage credits under the Social Security or Railroad Retirement programs. To forestall unnecessary delay in coverage, an individual should enroll during the three months before the month in which he reaches 65. These two plans do not cover all the costs of being sick. A patient in each illness will have to pay a portion of his bill because of deductibles or because of items not covered. For example, neither of the plans will pay any portion of the cost of the following:

Private nursing services, cost of first three pints of blood, charges for a private room, personal comfort items such as telephone-radio or television in room, hospitalization that exceeds 90 days during a single spell of illness, services in a facility which is operated primarily for the treatment of mental illness or tuberculosis, routine physical check-up, examination to determine need for eyeglasses or a hearing-aid, dental care, prescription drugs that can be self-administered and patent medicines, immunization, or orthopedic shoes.

In addition, each of the plans have the following deductibles:

Plan A — Hospital Insurance — During each spell of illness, the patient pays the first $40 of the hospital bill for up to 60 days plus an additional 30 days for which the patients pay $10 per day. For psychiatric care, there is a lifetime limit of 190 days. Hospital insurance will pay covered services only for hospitals, extended care facilities, or home health agencies that are participating in the Medicare program. (Except in emergencies). Though most hospitals and nursing homes are participating in the program, there are a significant number in the South which are not permitted to participate in the Medicare program because they are not in compliance with Title VI of the Civil Rights Act. Every Medicare patient before incurring expenses should be sure that the facility is a participant in the program

For Outpatient Diagnostic Services — The patient pays the first $20 for diagnostic studies conducted by the same hospital in a 20-day period and 20 percent of the remaining cost.

Nursing Home Care — The first 20 days in each spell of illness is fully paid for. For the remaining 80 days, the patient must pay $5 a day. Nursing home benefits will not become available until January 1, 1967. To be eligible, the patient must be hospitalized for at least 3 days, and must be admitted to the nursing home within 14 days after discharge from the hospital. His doctor also must certify that skilled nursing care is needed for continued treatment of the same condition.

Plan B — Medical — After the patient pays his first $50, the plan pays 80 percent of the balance and the patient the remaining 20 percent. (Psychiatric care is an exception — 50 percent and a maximum of $250 in any one year).

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GET HELP WHEN FILING YOUR MEDICARE CLAIM

Many Medicare claims for doctor bills that are submitted by railroaders and their families cannot be paid promptly because the claim forms are incomplete or incorrect. The nearest Railroad Retirement Board office will be glad to help people who call, write, or telephone for assistance in filing their medicare claims. This help can be important for prompt payment of claims.

ICC ORDERS TWO TRAINS REVIVED AND LETS TWO DIE

The Interstate Commerce Commission has ordered two New York Central passenger trains restored to service for at least one year. In another case it permitted the discontinuation of two Rock Island trains which it had previously ordered continued.

The NYC trains, 404 and 405 between Albany, N.Y. and Boston, Mass., were discontinued about a year ago under a previous Interstate Commerce Commission ruling that they were a financial burden on the carrier and not required by public convenience and necessity.

However, the New York Public Service Commission continued its fight against the discontinuance, and was granted a further hearing on the issue of the trains' "feeder value" to the system.

As a result of additional evidence on this point, ICC division 3 found that instead of a loss of $47,037 in 1964, as claimed by the New York Central, the trains actually operated at a profit of at least $53,000.

In the Rock Island case, division 3 last February barred the discontinuance of trains 17 and 18 between Kansas City and Fort Worth, Texas, and ordered the railroad to continue operating them for at least a year on the ground that they were not a financial burden and were required by the public.

However, the door was left open for further evidence on the challenged cost of joint terminal facilities and "feeder" revenue of the trains.

Consequently, the Rock Island came back with new figures from which the division found the annual loss on the trains over $200,000 which, according to the ICC, "exceeds the benefit derived by the public from the trains." The Rock Island is now free to abandon the trains.

BROTHERHOOD PICKETS PICKENS RAILROAD BANKERS' SPECIAL

Brother B. F. McLaurin, eastern zone supervisor, led a picket line with the cooperation of the Atlanta Division on Sunday, October 16, at the Union Station in Atlanta, protesting the Pickens Railroad Southern American Bankers' Association Special, a tourist train traveling from Atlanta to California.

The train was manned by scab Pullman porters. Apparently, all of their employes were scabs since the Railway Labor Executives' Association, following a statement on this question by International Secretary-Treasurer William H. Bowe, condemned it and joined with the Brotherhood of Sleeping Car Porters to create public sentiment against it.

PRESIDENT HAILS NEW WAGE LAW AS PROTECTION FOR NEEDY, EXPLOITED

Excerpts from President Johnson's remarks at signing of new minimum wage law, September 23, 1966:

The new minimum wage—$64 a week—will not support a very big family. But it will bring workers and their families a little bit above the poverty line, $3,000 a year. It will help them carry on. It will help them to not worry about three meals a day. It will enable them to help themselves develop skills so that they can someday earn more.

Until today, minimum wage laws benefited some 30 million workers. Now, as a result of the leadership of this Congress, members of both parties, we raise that number by almost 30 percent—to 38 million workers. This new law benefits 8 million more workers—workers that are not here this morning—workers that you rarely see—workers that you seldom acknowledge—the char women, the people who make your beds, the mother who leaves her children at 5 o'clock in the morning to catch the streetcar to come in to have the coffee for the bus driver as he is on his way to work, that works in the cafes—the hotel and motel employes — the laundry workers that clean our shirts and take the spots out of our ties—the workers in the apparel trades.

And I am pleased to say it includes farm workers for the first time, several hundred thousand of them—and that is just a starter.

It will help under-income areas —Appalachia, and some areas in my own South. It will help minority groups who are helpless in the face of prejudice that exists.

It will not force employers to cut down and fire employes—as critics of minimum wage laws will tell you. Whoever makes such charges is uninformed.

They always predict it is going to close the businesses, that it is going to close down employment, that employment is going to drop —but the record doesn't show that.

Our first bill in 1938, when the minimum wage was passed, employment rose. Again in 1949, again in '50, again in '55, '61 '63 '64 and '65 employment rose, rose, rose.

The straight fact is that a fair minimum wage doesn't hurt business in any way.

Decent employers want to treat their employes decently. Unfortunately, there are always a few exceptions, a few who see opportunities in exploiting the poor and the defenseless and who force well-meaning employers to compete with them in unholy dealings.

This new minimum wage law, with its increased minimum, with its expanded coverage, will prevent much of this exploitation of the defenseless, the workers who are in serious need.

I want to particularly thank Mr. Meany and the allied members of his organization for their counsel, for their encouragement and for their help.

Our new minimum wage law, in my judgement, will bring a larger piece of this country's prosperity and a greater share of personal dignity to millions of our workers, their wives and their children. And for me, frankly, that is what being President is all about.

MEANY HITS DIRKSEN'S 'SHABBY' TACTICS IN BLOCKING RIGHTS VOTE

The same "shabby" filibuster tactics used to block repeal of Taft - Hartley's "right-to-work" Section 14(b) were employed to block Senate action on civil rights—and AFL-CIO President George Meany pointed up the analogy with this statement:

'It is with sincere regret that I am forced to repeat the exact words that I used when the Senate, using the very same tactics, killed the bill to repeal Section 14(b). I said then, and I repeat now:

"The AFL-CIO is, of course, deeply disappointed that the democratic process in the Senate has been thwarted by the shabbly parliamentary tactics of Senator Dirksen and a minority of senators."

The Senate dropped the House-passed civil rights bill, as it had dropped the House-passed 14(b) repealer, after two cloture votes showed a majority in favor of bringing the legislation to a vote, but not the two-thirds required under Senate rules.

On the second cloture try, the official vote was 52-41. Including absent senators who were paired or whose position was officially announced, the Senate division was 57-43 for ending the filibuster. On a party breakdown, 45 of the 67 Democrats supported cloture while 22 of the 34 Republicans followed Dirksen's lead in opposing consideration of the bill.

It was a Mississippi Democrat, Senator James O. Eastland, who pointed up another aspect of the filbuster battle. He issued a statement declaring: "The old-time coalition of southern Democrats and Republicans were united and effective."

Looking ahead, Eastland went on to predict that it would not be long before "we can start the fight to repeal these vicious measures," referring to civil rights bills passed in recent years.

Civil rights leaders called for a new fight to change the Senate rules so that a majority of 51 senators, rather than two-thirds, can bring a bill to a vote.

Clarence M. Mitchell, legislation chairman of the Leadership Conference on Civil Rights, saw Dirksen's support of the filibuster as the key factor in the setback.

"We have seen a wonderful chapter in American history," Mitchell said, "when a President from Texas takes a stand for civil rights while a senator from Illinois, a leader in the party of Abraham Lincoln, is lynching the bill on the floor."

Civil rights supporters in both parties pledged a renewed drive for the legislation.

BSCP EXACTS JUSTICE FOR DISCHARGED MEMBER

CPR PORTER REINSTATED AND COMPENSATED FOR TIME LOST

Sleeping Car Porter Harvey Witherspoon of the Montreal District, a member of the Montreal CPR Division, Brotherhood of Sleeping Car Porters, was held out of service February 22, 1965, enroute on his regular run to Winnipeg, and was subsequently accorded a hearing in the office of the general superintendent, at Montreal, on March 5, 1965 on the following charges:

"1. Alleged theft of personal effects and money from a passenger who occupied Lower 9, Car 140, sleeper Urquhart, Train 1, February 20th-21st, 1965.

2. Partaking of alcholic beverages on three occasions while on duty Train 1, February 20th, 1965."

The evidence submitted at the hearing against this porter was, for the most part, in the form of sworn affidavits from two constables in the employ of the Canadian Pacifica Railway Company at Montreal, also from a Canadian Pacific investigator at Winnipeg, also a statement by the sleeping car conductor. These sworn affidavits revealed that a trap had indeed been set for this porter on this particular trip in that not only had marked bills to the amount of $57.00 paper money in Canadian currency been supplied CPR special constable, one A. Sheito, alias Simons, of Montreal, P.Q., which he freely and frequently displayed to Porter Witherspoon throughout the evening, even to the point of fumbling with his wallet and spilling the said bills on the floor of the smoking room in the presence of the porter who assisted him, Sheito, in picking them off tht floor because of his inebriated and unsteady condition, but also a 12-ounce bottle of whisky—Black & White—had been supplied him prior to departure of train, with a view to getting Porter Witherspoon to participate in drinking the contents thereof on duty.

WITNESS TESTIFY

About 10:45 p.m. this particular witness, inebriated as aforesaid, requested the porter to assist him to his berth, Lower 9 in Car 140, which Witherspoon operated, while the other constable, who had previously retired in upper berth No. 12 of the same car, placed himself in such a way as to have a clear view of the said berth, Lower 9. He confirmed as follows:

"1. That upon boarding, H. Witherspoon asked to see my ticket so I opened my billfold and showed him my ticket in order that he might show me to my seat.

"2. That about 10:45 p.m., I asked Witherspoon to show me my berth which Witherspoon did and that I lay my grey flannel suit jacket mark 'Progress Brand' on the right inside pocket containing wallet which had been given to me by Special Investigator J. L. Belanger containing $57.00 paper money in Canadian currency which bills have the following serial numbers:

1 twenty dollar bill—
R/E 1829122
1 twenty dollar bill—
R/E 1829121
1 ten dollar bill—
L/T 1655356
1 two dollar bill—
K/R 0769487
5 one dollar bills—
Y/N 6861778
Y/N 6861779
Y/N 6861780
Y/N 6861781
Y/N 6861782

and that it also contained 2 bus fare tickets serial numbers:

164600 (back of it 4 AM) 1964
399759 (back of it 3 HN) 1964.

"3. That I lay on the bed and turned out the light and left the curtains slightly open and that about 11:35 p.m. Witherspoon again returned to my berth and looked inside berth to make sure I was asleep and then Witherspoon closed the curtains but did not button them up.

"4. That about 12.30 a.m., Sunday, February 21st, 1965 Witherspoon again came to my berth pulled my grey flannel suit jacket that was lying at my feet, partially under my right foot and leg, out in the aisle and that in doing so Witherspoon pulled the curtains apart leaving his face in full view.

"5. That when I noticed that he had done this, I turned on the light and leaped out of my bed and began to yell, 'Someone has stolen my coat, someone has stolen my money', and that I noticed Constable Vibert jump from upper berth no. 12 and that Vibert asked me, 'What is the matter?' 'Who stole your money?'

"6. That on request of Vibert, Sleeping Car Conductor W. T. Atchison searched the car with me for my suit jacket and that Atchison found it in upper berth no. 10 and that suit jacket was handed to Gibert who in turn handed it to me to check if the contents of billfold was intact.

"7. That when checking the contents of billfold, I discovered that one twenty dollar bill, serial no. R/E 1829121 and one dollar bill serial no. Y/N 6861781 were missing.

"8. That while questioning was taking place, Vibert asked me whether or not I could prove that Witherspoon had taken alcoholic beverages and that I informed Vibert that one Greek immigrant had been drinking with Witherspoon and I, and that when Greek immigrant Georgious Tsechelidid later was questioned pertaining to this matter, he pointed a finger at Witherspoon saying, 'him drink, with me and friend', meaning me.

"9. That I left train at Fort William, Sunday, February 21st, 1965 in company with Constable Vibert and Porter Witherspoon."

This witness, CPR Special Constable A. Sheito of Montreal, had previously also declared:

"1. That enrtoute, Witherspoon insisted on occasions that I give him a drink and I complied on three occasions and that he appear to be quite a drinker and can take liquor well.

"2. That while seated in open section no. 9 I asked Witherspoon if I could take a drink from a bottle at that particular space of car no. 140 and he motioned me to follow him in smoker of car 140 and that before entering smoker Witherspoon went to the water fountain and brought 2 empty paper cups and also 2, full of water.

"3. That I poured Witherspoon a drink in the paper cup from the Black & White 12 oz bottle which I had been supplied with, full and sealed, by Special Investigator J. L. Belanger in Montreal prior to departure of train and that Witherspoon drank the contents of said paper cups and that on 2 other occasions I was asked for same by Witherspoon as if it was due him and I complied."

CPR Constable H. J. Vibert of Montreal, P.Q., in his sworn affidavit, fully substantiated Witness Sheito's above-quoted declarations and it developed ultimately, that the Canadian Pacific investigator at Winnipeg, one Myron Walter Chomiak, did declare, in his sworn affidavit dated February 23, 1965:

"1. That I did, on the 21st day of February, 1965 at 16:30K, receive information from Assistant Inspector A. M. Young, Fort William, advising that a passenger in Car 140 (Urquhart), Train 1, passing Fort Williams same date, had complained of a theft of $21.00 from his wallet.

2. That investagtion into this matter was being conducted at Fort Williams which resulted in Porter H. Witherspoon (Headquarters Montreal), in charge of Car 140, being taken out of service. The Investigation Department was requested to make a search of this car for the missing money.

"3. That on instructions from Inspector S. N. Colborne, Investigator C. W. Hawkes and I, accompanied by Inspector Colborne, were present at Winnipeg for the arrival of Train 1 at 23:30K that date. Immediately after arrival of the train, the car was boarded and a search commenced.

"4. That Inspector Colborne, assisted by stand-by Porter John Knox, was searching the west end of car while I had been instructed to search the ladies' washroom, equipment lockers, etc. I obtained Porter Knox's personal sleeping car keys and after searching the ladies' washroom, I opened the equipment locker at the west end with the use of these keys. Immediately upon opening the locker I noticed several rolls of toilet paper, one of which showed evidence of the paper wrapping having been disturbed and there were some blue stains on the outside wrapping. I removed this roll of toilet paper from the shelf and on looking in the cardboard core I noticed some currency rolled up inside it. The time would then be between 23:40 and 23:45K.

"5. That I immediately called to Inspector Colborne and Investigator Hawkes (the latter was interviewing the porter of Car 141) and I showed them this money. Upon checking the currency in this roll of toilet paper, it was found to contain one $20.00 bill, serial no. R/E 1829121, and a $1.00 bill, serial no. Y/N 6861781. I noticed slight traces of blue colouring on the corners of these bills."

PORTER'S STATEMENT

In his statement submitted at the hearing, the accused porter firmly denied these charges and further confirmed as follows:

"The Constable then advised the sleeping car conductor that he was immediately taking me out of service, whereupon the conductor left and returned with the porter of Car 141. When the passenger of Lower 9 saw this porter, he told the constable that he should also search him and the constable replied that he couldn't go around searching all of the porters.

"Concerning charge no. 2, I hereby assert that, while I did, at the urging of this same passenger, accept three drinks from him at intervals during the course of the evening of February 20th, 1965, I most assuredly did not drink same. As a matter of fact, when this gentleman offered me the first drink, and urged my acceptance, he asked me to bring two dixie cups. I did so and he poured drinks therein, kept one and gave me the other. He then asked me to give him a dixie cup of water as a chaser. Doing so, I placed the drink he had poured and given me on the top of the washbasin, preferably filled two dixie cups with water, gave him one, and I drank the other since I had no intention of drinking on duty. The passenger then left the smoker.

"I had previously located an empty gin bottle and therefore transferred this dixie cup full of liquor to the same, placing it first in my linen locker, and latterly in my bag before detraining at Fort William. I did likewise on the other occasions that this passenger pressed drinks on me, prior to requesting me to show him to his berth, as aforementioned. I finally gave this gin bottle, containing the drinks, to the investigator at Fort William.

"Yes, I was patrolling my car, therefore that is the reason why I was up the aisle on more than one occasion as mentioned in the affidavits. At the same time I was picking up shoes from the lower berth to arrange to have some of them shined before arrival Sudbury, others after leaving Sudbury.

"There is a point I wish to bring out very strongly and that is the fact that in my statement I mentioned that the investigator went to the lockers in my presence and they found nothing and it is opened by a linen locker key which would indicate that any employee on the train could have access to this equipment locker."

In consequence of the abovementioned hearing, Porter Witherspoon was discharged by the Canadian Pacific Railway Company on March 8, 1965.

UNION FIGHTS FOR REINSTATEMENT

The Brotherhood of Sleeping Car Porters immediately undertook to procure from other material witnesses—train service employees, including the train conductor on the night in question—statements in support of the defense and, ultimately, on May 26, 1965, appealed the case to Mr T. P. James, manager of the Sleeping, Dining and Parlor Cars and News Service of the C.P.R., on the basis that the charges against this employee had not been proven.

Concerning charge no. 1, the Brotherhood contended, in part, that there was no evidence, whatsoever, adduced at the hearing on March 5, 1965, that established beyond a reasonable doubt, that it was Sleeping Car Porter Witherspoon who had placed the "missing" currency in the cardboard core of a roll of toilet paper in the equipment locker at the west end of Car no. 140, and that the evidence submitted by the prosecution's witnesses was inconclusive and purely circumstantial in this regard. In support of this contention, the Brotherhood argued, partly, that:

"1. Porter H. Witherspoon was not the only sleeping car employee on this C.P.R. train, February 21, 1965, who was equipped with a key that opens the linen and equipment lockers on the various cars. The Company's furnishing of a linen locker key is not restricted to that classification of its train service employees known and designated as porters.

"2. The missing $20.00 bill, serial no. R/E 18291121, and the missing $1.00 bill, serial no. Y/N 6861781 were not found on the person of Witherspoon nor among his effects as a result of a search that was conducted by C.P.R. Police Constable H. J. Vibert around 12:30 a.m. on February 21st which did include also the equipment locker at the ladies' end of Car 140 wherein this currency was found by C.P.R. Investigator M.W. Chomiak, after arrival of the train at Winnipeg, at 23:30K some eleven (11) hours after. Moreover, as shown by the evidence, Porter Witherspoon was in the continuous custody of Constable Vibert from 12:30 a.m. until arrival of train at Fort William at 2:30 p.m., Sunday, February 21st.

'3. The accused could not have, in the very short period of time as stated by the passenger, and as corroborated by evidence given by Constable Vibert, fulfilled the following:

"Pull the passenger's suit from under his foot and leg—extract his wallet from the right inside pocket—take out two bills (a $20.00 bill and a $1.00 bill) therefrom—put the wallet back in the right hand inside pocket of the said jacket—put the jacket in Upper 10—proceed towards the ladies' end of the car—go to, and open the equipment locker at that end—take out a

(Continued on Page 8)

BLACK POWER — A PROMISE OR MENACE

"Black power" is an unhappy combination of words. It has overtones of black racism just as white supremacy has overtones of white racism. The behavior patterns of black racism are similar to the behavior patterns of white racism. Both black racism and white racism are indefensible and dangerous to social peace and progress.

Moreover, the cry of black racism is only an emotional slogan. It has no programmatic plan to successfully grapple with the basic problems of unemployment, segregated housing and schools. It reflects the concepts of Negro salvation through racial isolation, a condition which is both impractical and impossible in the operation of the process of the market economy at the point of production and distribution in this age of advancing technology.

The revolution of science and industrialism has given birth to the city and urbanization, with a population explosion which has rendered rural life with its great spaces between dwellers no longer feasible or possible.

Racial segregation, a social weapon of oppression and subjugation of the Negro by the southern plantation slave economy, is unnatural and had to be bolstered up by the anthropologicial myth of hereditary racial inferiority of persons of color.

Hence, the cry of "black power" has not only broken with the Civil Rights Revolution, the basic objective of which is to complete the incompleted Civil War Revolution, but rejects its unfulfilled mission which is the transition of the Negro from the status of second-class citizenship to first-class citizenship.

Thus, "black power" is bent upon turning back the clock of the Civil Rights Revolution and embarking upon a course of voluntary segregation upon the unsound assumption that the road to "black power" is a black political party, black labor unions, black schools with black teachers, black business and a black community, if not a black state. Such is a course of action which amounts to an exercise in frustration, fantasy, if not futility.

But this is not to say that the idea of the Negro developing power in politics, labor unions and business is unimportant or unnecessary; it is important, necessary and desirable. But the question is how is it to be done. The employment of the method of racial segregation and isolation to achieve "black power" is not only unsound but anachronistic. It has no rational relation to existing social and racial realities.

Verily, power is not something anyone can seize with a slogan, however dramatic. Power must be built. It results from organizing people or material things with respect to certain relationships and purposes, such as labor unions, businesses and political action. For instance, the various parts of an automobile lying around on the ground, together with gasoline, cannot function as an automobile. But if you assemble the parts into a certain pattern of relationship, with the application of gasoline they, the parts and gasoline, become a functioning automobile; they will develop the power to run. Disassemble or separate the parts of the automobile from the gasoline and the power will vanish.

This illustration applies also to the Negro and the workers, neither one of which is fully free. Both Negroes and workers, having large numbers, have potential power, just as the unassembled parts and gasoline of an automobile have the potential power to run. Hence, the cry, "we want black power", has little meaning. Negroes already have kinetic power. They have greater potential power by virtue of their unorganized organizable numbers. The basic and urgent problem of the Negro is the wise use of power for his advancement. The workers have developed power with the formation of trade unions and the utilization of the principle of collective bargaining, the strike, picket line, consumer boycotts and the ballot.

DANGER SIGNAL

Now, inevitably, the cry of "black power" will provoke the countercry of "white power". This has already occurred in the marches led by Dr. Martin Luther King for open occupancy in housing in Chicago, and by the Congress of Racial Equality in Cicero, Illinois. The danger lies in the possibility of the propaganda of "black power" and "white power" degenerating into black terror in confrontation with white terror.

This kind of irrational black and white racism run the dangerous risk of overheating the black ghettos and the white poor and can eventuate and escalate into a race war which would be catastrophic to the Negroes and devastating to the country.

CIVIL RIGHTS MOVEMENT SPLIT

Unfortunately, tensions, uncertainties, division on strategy and tactics and even conflicts on goals, plague the Civil Rights Movement. There needs to be a moratorium on inflammatory racist propaganda against white people merely because they are white.

Efficiency is known to be impaired in people who are mentally sick, and people are mentally sick who are afflicted by the social disease of human hate and prejudice because of race, color, religion or national origin.

Whites and Negroes who are in the pathological group of Negrophobia, anti-Semitism or anti-whiteism are prevented by their consuming obsession from seeking rational and permanent solutions to their social, economic and political problems.

DEEPENING HATE BETWEEN BLACK AND WHITE POOR

A crucial crisis of disastrous proportions is the developing, deepening hatred and bitterness between the black and white poor. Not only will racial warfare between the black working poor and white working poor create a black and white backlash which can stop the Civil Rights Revolution dead in its track, but it can also halt the progress of political and economic liberalism in the Congress, state and city governments of the nation.

One of the most disquieting, disturbing, distressing and saddening spectacles I have ever witnessed was the faces, ugly with hate, of white spectators watching and shouting curses and threats at the Negroes in Chicago who were merely exercising their constitutional right of protest, against racial discrimination in housing, by marching in the streets.

It is a chilling and frightening feeling to read the graphic comments of Rabbi Robert J. Marx about his experience in his participation in the march in Chicago under the leadership of Dr. King. Said he: "What I saw in Gage Park seared my soul in a way that my participation in no other civil rights event has done. I was afraid and I am afraid now. I saw how the concentration camp could have occurred and how man's hatred can lead him to kill. I saw Catholic priests reviled and nuns spat upon. I found myself—a rabbi—standing guard like a policeman over a pile of rocks, for fear that grown men, and mothers dragging little children around with them, would seize those rocks and throw them at demonstrators."

Such is the fearful and terrifying state of mind and spirit of grownup white men and women in America today concerning the Civil Rights Revolution, one of the great human events of social change involving freedom, racial and social justice of the twentieth century.

MENACE OF A RACIAL MYTH

Obviously, these average white Americans are obsessed and inflamed with the myth that the presence of a Negro family in a white community will cause a decline in the value of property. While this is not true, they believe it is true and the beliefs of people are what counts. They determine human action. Thus, the

Civil Rights Movement, the church, organized labor, government at all levels, the intellectual and liberal movement, face a monumental and grave challenge of immediate urgency.

Instead of joining the cry of "black power" by well-meaning, dedicated, but misguided, young Negro militants following the illusion of racial separatism, the civil rights leaders must rebuild the national coalition of conscience which was back of the Montgomery Bus Boycott of Dr. King in 1955, the brilliant Birmingham battle against racial segregation in 1963 and the tremendous civil rights challenge by the Selma-Montgomery March of 1965, together with the great Job-Freedom March on Washington, August 1963. This civil rights, labor, church and student coalition won the Civil Rights Act of 1964 and the Civil Rights Act of 1965. But now the coalition has collapsed. Some liberal, church, labor and student groups have either turned against the civil rights cause or have lost interest in the struggle.

WHAT IS THE REASON?

Obviously, the announced rejection of white liberals in particular, and white civil rights activists in general, as participants in the Negro freedom movement by the Student Nonviolent Coordinating Committee, riots in the streets and the sensational cry of "we want black power" have had no little effect in driving our white friends from the civil rights struggle.

Needless to say this was a grave mistake in strategy, tactic and policy, especially in the light of the great sacrifice young and adult white civil rights activists have made with their lives and freedom in Alabama, Mississippi and other areas of the South. I have only to mention the names of young Andy Goodman and Michael Schwerner.

RIOTS IN THE STREETS

Naturally, I deplore riots and disorders in the streets. The throwing of bricks, bottles and Molotov cocktails into store windows, setting buildings afire, turning over automobiles, looting stores, vandalism and lawelessness are no answer to the problem of racial oppression.

Riots cannot win civil rights but they can lose them. They have already caused the Civil Rights Movement to lose support of the national public consensus. They result in the destruction of the Negroes' own communities, loss of jobs and loss of their lives for they are chiefly the sole casualties of racial violence.

The tragic racial convulsions in Watts, Chicago, San Francisco and other areas leave only bitter ashes of disillusionment, wounded hearts, hopelessness and despair. The brash statement "burn, baby, burn" is more witless than wise. It may make the fickle laugh but it can only cause the judicious to grieve. The paraphrase of Whitney Young, Jr., national director of the Urban League, "learn, baby, learn" is more apt and timely.

SOCIAL CHANGES CAUSE PAIN

While I deplore riots in the streets, disorder and violence, I want to point out to the white American people that the monkey of responsibility for riots in the streets must not be placed on the back of the Negro. It must be placed where it belongs; namely, on the back of white America, from the Founding Fathers to Governor Wallace of Alabama and Senator Eastland of Mississippi. To accuse Negroes with the responsibility for riots in the streets is like knocking a man down on the sidewalk and arresting him for blocking passage.

When it is understood that Negroes are the only people in this country who have been held, owned and sold as slaves, not for a day but for a quarter of a thousand years, one can understand how they may come to point of the strain of their patience and submissiveness.

When it is known that after slavery was abolished in 1865, Negroes have existed only as second-class citizens for a hundred years without the right to vote, without the right to work on decent jobs, without the right to quality education, without the right to rent or buy houses of their choice even if they possessed the money, without the right to public accommodations, it ought not be difficult for white America to realize that the time would come when Negroes would stand up on their feet and fight back for their rights.

When white American citizens possess this information, they will understand why Negroes are marching in Alabama, Mississippi, Washington, Chicago and San Francisco. They will begin to be aware of the reason why Negroes are in motion and why there are riots and disorders in the streets.

It is a matter of common knowledge that the rate of unemployment of white workers and white teenagers is now going down while the rate of unemployment for Negro workers and Negro teenagers is now going up. This information will show white America why Negroes do such incredibly senseless things as tearing up and burning down their own community, and why they fight the police and militia even at the sacrifice of their own lives.

When it is also understood that Negroes were subjected to the oppression and persecution and brutalization and humiliation of a system of slavery maintained under law and order, driven from the ballot box by the Ku Klux Klan under law and order, mobbed and lynched under law and order, it will not be difficult to comprehend why Negroes are not impressed by sermons on law and order. Verily, riots in the streets, however unwise, proceed from racial and social injustices. Remove the causes of riots and they will vanish.

I make these judgements by way of explanation, not justification.

Just as water in a kettle on a hot stove will begin to boil at a certain time if it remains there long enough and the fire is kept burning, and unless the lid of the kettle is removed the expansion of the steam in the kettle will either blow the lid off or burst the kettle, so long as harsh oppression of a people continue, regardless of race, religion, national origin or class, they will eventually and inevitably resist, resent and reject the said oppression in the form of uprisings and rebellions.

AMERICAN REVOLUTIONS

One has only to look at the history of the British oppression of American colonies, through taxation without representation, to know how only the awakened, and aroused oppressed can and will disturb their oppressors and drive them to abolish oppression.

The Founding Fathers created riots and disorders in the streets of Boston. They resorted to civil disobedience by seizing the tea of British merchants and throwing it into the Boston Harbor. They staged a massacre on Boston Commons and launched a full scale war against King George III.

Look at the history of our country. American patriots waged a Civil War for four years, with Americans murdering Americans, to abolish slavery in order to save the Union.

Irish patriots staged an Easter rebellion against the oppression of British landlords in 1916, and manifested signs of violence against Queen Elizabeth of Great Britain on her recent visit to Ireland.

WORKERS' REVOLUTION

It is a matter of common knowledge that the American workers' revolution began around the early part of the nineteenth century. It was marked by violent strikes, such as the Railway Strike under Eugene V. Debs in 1894, the Haymarket Riot in Chicago in 1886, the Homestead Labor-Capital War in the latter part of the nineties, and labor's battle with capital in the coal mines, steel, textile and clothing industries were violent manifestations of resistance and revolt against starvation wages, long hours, brutal working conditions, and the denial of the right to labor organization.

Verily, the major cause of the great labor strikes in America was labor's invincible drive for the recognition of labor unions as collective bargaining agents in the interest of advancing the economic and social standards of the workers.

I cite these brief sketches of the history of conflicts, riots, wars and revolutions of people and classes against oppression, in order that white America can obtain a better perspective of the inevitability of the Civil Rights Revolution and the inevitability of social pain with social change.

The average white American worker, student, housewife—poor, as well as middle class—must be informed and made to understand and realize that the Civil Rights Revolution for racial and social justice is no different from other revolutions in America and the world, and that Negroes are no different from white people when they march and fight for their rights.

White America must realize that the Negroes' battle for equality, freedom and human dignity is in the great tradition of American history, and that they should be supported and not condemned and attacked for they are as American as any white American and have paid the price with their blood and tears and life in every war, from the Revoluntary War of 1776 to Viet Nam, to make this country free, strong and great.

WHITE IMMIGRANTS IGNORANT OF NEGRO PROBLEM

When the Polish, Italian, Irish, Hungarian, British, French and German-Americans realize that the Civil Rights Revolution for first-class citizenship for Negroes will never end until they are fully free and equal, they will recognize the futility of attacking Negro marches for open occupancy in housing with bottles, bricks, curses, hate and scorn.

Verily, the moral basis of the Civil Rights Revolution is the source of its power, hope and promise. It is the expression and philosophy of the universal moral imperative that all men, Negro and white, Jew and Gentile, Catholic and Protestant, African and Asian, are members of one common human family of which God is the Father and Creator.

It follows that if all men are members of one common family, then all men are brothers; if all men are equal, all men are entitled to equal treatment; if all men are entitled to equal treatment, then discrimination and segregation based upon race or color, religion or national origin are morally wrong; if discrimination and segregtaion of any human being are morally wrong, then they should be abolished.

The fact is that the Negro's right—like the rights of white, brown and yellow races—to life, liberty and the pursuit of happiness is God-given and not man made. No law, constitution, or state can give any human being this right; it is a natural right and Negroes, like other human beings, possess this right as a result of their being human. They were born with it, and the role of government is to protect Negroes and all other human beings in the exercise and enjoyment of this right. This is why the Civil Rights Revolution demanded and secured the Civil Rights Act of 1964, the Civil Rights Act of 1965, and also fought for the Civil Rights Act of 1966 which was filibustered to death.

The basic evidence of the recognition of one's status of manhood, whether Negro or white, is that he receive respect for the dignity and infinite worth of his personality as a human being.

Why the Civil Rights Revolution? The answer is, the Civil War Revolution was never fully completed. Why? The Civil War had struck down secession and saved the Union. It had preserved the national market for the goods and services of the Industrial Revolution, products of the factories, mines and railroads. Republican political representatives of the rising capitalists were moving to take over the Federal Government to wield the power of taxation. Thus, those who had a big stake in the Civil War and the victory over the Confederacy did not need to complete the Civil War Revolution.

The Confederate counterrevolution nullified the War Amendments and struck down the Reconstruction Revolution. The wreckage of the War Amendments, 13th, 14th and 15th, and the abolition of the Reconstruction Revolution posed a tremendous challenge to the black freedmen.

The National Association for the Advancement of Colored People, which was organized in 1910 by Dr. W. E. B. DuBois, took up the challenge, and the Civil Rights Revolution today is carrying this challenge forward and seeks to complete the incompleted Civil War Revolution.

NEW STRATEGY

In light of the new developments and changes in the Civil Rights Revolution, it is important that new tactics and strategy be developed.

TEMPORARY MORATORIUM ON DEMONSTRATIONS

While demonstrations in the streets, like labor strikes and pickets, will no doubt continue to be necessary to some degree indefinitely, the nature of the change in the freedom movement dictates the establishment of a temporary moratorium on demonsstrations in the streets in the form of marches, in order that a new assessment and evaluation may be made of the whole program of strategy and tactics of the Revolution.

This does not suggest the abandonment of demonstrations in the streets forever. This would be just as unwise as it would be for labor to abandon the picket line forever. Demonstrations in the streets are to the Civil Rights Revolution what strikes and pickets have been to the revolution of the workers. But just as strikes and pickets by labor unions are not carried on indefinitely against any particular industry, so demonstrations in the streets should not be carried on indefinitely in any particular area of the country.

As a matter of fact, the use of the instument of demonstrations in the streets in any form should be determined in response to the existing social and racial realities in any particular place or at any particular time. It is obvious that it is time to suspend demonstrations in the streets for they are provoking counterdemonstrations from white spectators and deepening currents of racial hate.

REBUILD COALITION

The basic strategy at this stage of the Revolution is to rebuild the coalition to include labor, the church with its three faiths, Jewish, Catholic and Protestant, students, liberals, intellectuals and sympathetic business forces. This is necessary since the coaltion has collapsed as a result of the division within the ranks of the freedom movement and growing overtones of black racism against white people merely because they are white.

This is an unfortunate development which has practically emasculated the strength and force of the Civil Rights Revolution. Moreover, it has resulted in reversing the direction of the Revolution, not on a big scale but by a small group of militant civil rights activists who have elected to set forth the hysterically, emotionally-packed slogan, "black power."

But this is not to suggest that differences in tactics, strategy and achievements with respect to even the direction of the Revolution should be suppressed. Great mass movements reach a stage of proliferation which gives birth to pragmatic expressions and groups. Ideas that are regarded as sound must be subjected to competition in the arena of public discussion in order to establish their strength and force.

No movement which is based upon a monolithic foundation can liberate the disadvantaged and semi-free people because it smacks of totalitarian structure and function in the struggle. This is the way of life of the totalitarian social order, Fascist, Nazi and Communist.

The Civil Rights Revolution is essentially a product of the struggle within a free democratic society and cannot exist under a totalitarian system just as the labor movement could not exist under such a system. This is the reason why civil rights leaders who have expressed opposition to the slogan of "black power" consider that the direction of the slogan is unsound.

NEWS FROM THE BROTHERHOOD DIVISIONS

WASHINGTON

The Washington Division held a special meeting on September 13, 1966 to review the activities of the Entertainment Committee and other related matters. The division launched two very successful projects this summer under the very able leadership of Brother George Cooper, chairman of the Entertainment Committee.

On May 20, 1966 a dance was held at the luxurious "Presidential Arms" which was very well attended. Our zone supervisor, Brother B. F. McLaurin, was with us on this occasion and expressed his delight in having such an enjoyable time.

The division ran a bus excursion to the Maryland State Fair held at Timonian, Maryland on September 3. Four buses were used for this excursion and all day outing.

Our president, Brother Slade, has been confined to the hospital but is now convalescing at home. Brothers W. H. Thomas, W. R. Johns, R. N. Johnson, E. H. Lee, J. W. Nicholas, S. J. Thomas, W. C. Willis, Dallas Johnson, J. W. Lamb, J. E. Pardy, C. L. Solomon, E. C. Jarrett, Frank Moore and T.B. Fitzgerald are also on the sick list. We wish these brothers a speedy recovery.

RICHMOND
Train and Mail Porters Local #6

On October 2, the Entertainment Committee with their families and friends enjoyed an all day bus outing across the beautiful Skyline Drive to Luray Caverns, Virginia. Eastern Zone Supervisor B .F. McLaurin was with us on this occasion.

On the picnic grounds of "Big Meadows" up in the mountains we had lunch and listened to a brief message from Brother McLaurin. We then journeyed on along the Drive with stops at several lookouts on our way to Luray where we toured the underground caverns.

It was a most enjoyable day, educationally and spiritually, and we hope that this trip will encourage more of us to gather from time to time on these delightful occasions.

MEMBER'S SON PICKED AS STAFF AIDE AT MERCK

B. Lawrence Branch, son of Brother and Sister H. L. Branch, has joined the personnel department of Merck and Company Inc. He will have responsibility for the hiring and work assignments for hourly-rated employes at the pharmaceutical and chemical company's plant in Rahway and its experimental farm at Branchburg.

Branch is a former wage and salary analyst at Chesebrough-Ponds Inc., attended the University of Illinois and received a bachelor of science degree in personnel administration at Southern Illinois University.

His father is the secretary-treasurer of Local No. 1, Pennsylvania Attendants.

MARY ELIZABETH HOUSTON

INDIANAPOLIS

Our deepest sympathy is extended to Brother Chandler Houston and family upon the passing of his dear wife, Sister Mary Houston, on July 14, 1966.

Mary Elizabeth Houston, the daughter of James and Oliva Bottoms, was born in Danville, Kentucky on May 6, 1900. Her family moved to Indianapolis when she was 12 years old and she attended the public schools of that city.

She accepted Christ at an early age and joined Greater St. John Baptist Church, and later moved her membership to Mt. Zion Baptist Church.

In 1939 she was united in marriage to Brother Chandler Houston. Sister Houston was very active in the church and civic activities. At one time she served as first vice president of the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters.

She leaves to mourn her loss her husband. Brother Chandler K. Houston, one daughter, Viola Mayds; two sisters, Mrs. Ella Elder and Mrs. Alice Brookins; and a host of relatives and friends.

ASSOCIATION OF RETIRED MEN (WASHINGTON, D.C.)

The Association of Retired Men of the Washington Division of the Brotherhood of Sleeping Car Porters held its Annual Sermon at Mt. Calvery Baptist Church in Cartherpin, Virginia on September 18, 1966, at 11:00 a.m. Catherpin, Virginia is near Manassas and is the boyhood home of the president of the Association, Brother R. D. Elliott. The members traveled by bus and were accompanied by their wives.

Brother W. S. Anderson spoke on the history of the Association. highlights of the early days in the organization of the Brotherhood of Sleeping Car Porters under the leadership of Brother Randolph and pointed out the present day benefits and accomplishments.

Reverend Coleman, the pastor, preached a very inspiring sermon and also told about his community programs, such as the drive to register the people and urging them to vote. He also spoke of the U.P.O. program and the appointment of two young ladies who recently graduated from the Manassas Industrial School to positions as stock clerks with Montgomery-Ward Company.

Remarks were made by President R. D. Elliott, Secretary R. T. Beecham and Brother S. T. Scott. A presentation was made by our chaplain, Brother J. G. Harris. Refreshments were served by the Church.

RAIL JOBS DROP AGAIN; EXECUTIVES INCREASE

Railroad employment in September slumped again from the preceding month and the same month last year even though freight traffic was the heaviest since World War II. However, as usual the number of executives and officials increased, according to figures reported to the Interstate Commerce Commission by the carriers.

The September total of jobs on Class 1 line-haul and switching and terminal railroads was 659,853. This was a drop of 11,101 from September 1965, and 7,696 from August.

For line-haul roads alone the total was 635,074, a drop of 8,546 from September 1965 and 7,808 from August.

RAIL RETIREMENT BOARD UPHELD ON JOBLESS PAY TO FIREMEN

U.S. District Judge W. T. Sweigert has reaffirmed a previous ruling upholding a Railroad Retirement Board award of both severance pay and unemployment insurance to 500 locomotive firemen who lost their jobs under a 1965 special emergency board award.

The court dismissed a suit brought by the Western Pacific and Southern Pacific on behalf of 775 U.S .railroads which claimed the award would drain $650,000 from the retirement fund within a year.

The retirement board granted jobless benefits when the dismissed firemen were unable to find other jobs. They had previously taken severance pay. Judge Sweigert said the board's decision was a reasonable exercise of its powers and "not capricious or arbitrary." The roads may appeal.

APPLICANTS SOUGHT FOR WHITE HOUSE FELLOWSHIPS

Applications are now being accepted from outstanding young men and women for White House Fellowships for the year beginning September 1967. Those chosen will spend a year as assistants to Cabinet officers, the Vice President, White House staff members and other top government officials.

Eligible are college graduates in all fields between the ages of 23 and 35. Applications and other information may be had from Thomas W. Carr, director, Commission on White House Fellows, The White House, Wasington, D.C.

NEGRO JOBLESSNESS WORSENS: OVERALL RATE HANGS AT 3.9 PERCENT

Unemployment among Negroes, especially teenagers and unskilled workers, has been worsening for the past four months despite a generally booming job situation, the Labor Department reported.

Although the jobless rate remained unchanged at 3.9 percent in August, unemployment among Negro workers continued to climb from the 7.0 percent rate in April 1966 to 8.2 percent last month.

Among unskilled workers the rate has moved from 6.0 percent in April to 8.0 percent in August.

And although one million more jobs were held down this summer by 16 to 19 year olds, the department reported that the sharp improvement was concentrated among white youth. The white youngsters had an unemployment rate of 12 percent compared to 27 percent for Negroes in the same age bracket.

This counter-trend among the Negroes and the unskilled took place as total employment in the nation reached 76,369,000 including agricultural workers, and non-farm employment climbed to 64.6 million, up 3.25 million over a year ago. Manufacturing employment among production workers climbed also to 14.4 million.

The Labor Department reported that the job situation for workers with good professional or manual skills and with good training and experience "continues to be very strong." In August the unemployment rate was only 2.1 percent for white collar workers, 2.0 percent for skilled craftsmen and 1.7 percent for married men.

For semiskilled blue collar workers the rate was 4.8 percent in August, compared to 4.2 percent four months earlier.

The rise in non-farm employment was concentrated in manufacturing and government, the department reported ,and the manufacturing employment gains were in metal-using industries and transportation equipment.

Employment in contract construction increased less than seasonally due to a decline in construction, especially in private residential building. This has been tied to the sharp rise in interest rates .

The factory workweek in August was 41.3 hours. up two-tenths from July and August a year ago, but average hourly earnings of factory workers declined seasonally two cents to $2.69 and weekly earninsg decreased slightly to $111.10 off 28 cents.

The total number of unemployed last month was 2,900,000 compared to 3,225,000 in July and 3,258,000 a year ago.

Labor Department statisticians indicated doubt that the unemployment rate would drop to 3.5 percent ,as they had predicted, by the end of the year. It has hovered around the 4 percent figure for eight months.

CHEMICAL WORKERS SUSTAINED ON JOB DISCRIMINATION CHARGE

The Equal Employment Opportunity Commission has sustained the first complaint ever filed by a union under the equal employment provisions of the Civil Rights Act of 1964. The commission ruled that a Mississippi cottonseed oil firm violated the law in a number of ways ,most notably by paying Negro workers inferior wages because of their race.

The Chemical Workers Union, which joined five Negro members in the complaint first filed last December, said the ruling could establish a "yardstick" that would lead to justice for thousands of workers.

The EEOC report said Planters Manufacturing Co. of Clarksdale, Mississippi, violated Title VII of the Civil Rights Act by:

"Maintaining segregated restroom, locker room and drinking facilities; maintaining a discriminatory wage differential between Negro and white employes who perform essentially the same duties; excluding Negroes from the job classifications of solvent plant operator, solvent plant trainee and in clerical positions, and maintaining a discriminatory system for awarding paid vacaitons to its employes based upon race."

Commission investigators also concluded that the company "unlawfully discharged" one of the workers as an act of reprisal for filing complaints with EEOC.

President Walter L. Mitchell of the Chemical Workers said: "The decision could become a veritable Magna Carta for southern workers .The commission is saying that the lack of rational wage rate structure at a plant can be evidence, on its face, of racial bias.

"The traditional pattern of discrimination has not been to provide different rates of pay for Negroes and whites who perform identical jobs, but to divide jobs into 'white' jobs and 'Negro' jobs and to pay Negro jobs at a lower rate than the skills required would justify. The Commission took the commendable step of comparing job skills and ratings on a national basis to determine whether the wage differentials in the Mississippi plant were racially motivated. If the agency continues to apply the same yardstick ,it will provide justice to thousands of workers in situations unions have been powerless to remedy through collective bargaining."

The next step in the EEOC procedure will be to attempt to conciliate the differences between Planters and the union. Mitchell said the union intended to continue to press the suit, but would be "willing to meet with the company any time to work out an agrement."

The union won an NLRB election to obtain bargaining rights for some 120 Planters workers but has been unable to gain a contract, it reported, because the company insisted on retaining those employment practices the EEOC has now called illegal.

BSCP Exacts Justice

(Continued from page 3)

roll of toilet paper, disturb the wrapping therof and insert the aforementioned bills in the cardboard core of this roll of toilet paper—place it back with the other rolls of toilet paper, shut the equipment locker—return to the aisle in the vicinity of Berth No 12 ,where and when accusation was made by the passenger to the constable that he, Witherspoon, had stolen his coat and wallet"

In respect of the Company's dismissal of this porter for: "1. **Alleged theft** of personal effects and money from a passenger who occupied Lower 9. Car 140, sleeper Urguhart, Train 1, February 20th-21st, 1965," (the emphasis is added), the Brotherhood submitted that, "incontrovertibly, this is completely out of harmony with the responsibility with which the Company is contractually charged in respect of investigations of porters, namely, **to establish the porter's responsibility.** A porter cannot be disciplined on an allegation; he can be disciplined only in instance where the said allegation has been proven to be a fact. It would seem that the general superintendent at Montreal must have, himself, recognized that the evidence adduced at his hearing on March 5, 1965, had, indeed, not proven Porter Witherspoon guilty of theft."

So far as charge no. 2 was concerned, the Brotherhood contended that there was not submitted even a scintilla of corroborative evidence as could validly be deemed to constitute refutation of Porter Witherspoon's denial of this charge, and pointed up that the transcript discloses that Porter Witherspoon did also assert that he finally gave this gin bottle, containing the drinks, to the investigator at Fort William, and, quite significantly indeed, there was no denial evidence supplied by the said investigator in this regard in spite of his personal preknowledge of the content of Witherspoon's statement which was given at Fort William under date of February 21st.

The Brotherhood argued, further, that it cannot be gainsaid that if one were to partake of alcoholic beverages, the odor of same can be and will be detected off one's breath. Yet, in the instance referred to, there was no testimony submitted by any material witnesses that he did smell the odor of alcoholic beverages off the breath of Sleeping Car Porter Witherspoon. At this juncture, the Organization introduced its procured testimony from given material witnesses in support of defense, as aforementioned, all of which attested, on the contrary, that at no time while in conversation with Witherspoon, during the evening in question, did any of them note anything, from his behavior and/or speech, that could suggest or indicate his being under the influence, and, further, there was no odor of intoxicants on his breath. The Organization contended that such irrefutable testimony of the train conductor and other defense witnesses strengthened, supported, substantiated and actuall corroborated Porter Harvey Witherspoon's affirmation that he did not partake of alcoholic beverages on three occasions while on duty, Train 1, Feburary 20, 1965, and called upon the C.P.R. Management in view of the aforegoing, to clear Sleeping Car Porter Witherspoon's record, reinstate him at once and compensate him for the wage loss suffered by him.

However under date of June 4, 1965, Manager T. P. James replied as follows:

> "Reference is made to your letter of June 26th protesting dismissal of Sleeping Car Porter Harvey Witherspoon.
> We consider the action in this case was justified in view of the evidence produced, and the dismissal of Porter Witherspoon must stand."

The Brotherhood forthwith called for a conference on the appeal, which was held on June 22nd, and reaffirmed given positions as were previously argued, especially the obviously unchallengeable fact that the charges against this employee had, indeed ,not been proven. Thereupon, the manager gave assurance that the case would be reviewed, he would seek a legal opinion and would resultantly communicate to the Organization his absolute decision in due course. Time passed and, though tracers were sent to Manager James in this connection, it was not until September 27th, 1965 that the manager fulfilled accordingly by confirming as follows:

> "The matter has again been most thoroughly reviewed, but we are satisfied that the action taken was warranted and the discipline must stand."

On December 10th the Brotherhood replied to Manager T.P. James, and advised him that since we are in disagreement with his position totally, the matter shall be referred to Mr. Keith Campbell, assistant vice-president of personnel of the Canadian Pacific Railway Company, for his consideration. This was effected 12 days later—December 22,1965—and subsequently developed at a confrontation in the office of the deputy minister of labour in Ottawa on January 20th where the assistant vice-president of personnel did privately assure the Brotherhood's international field representative in the Dominion of Canada that he would be pleased to set up a meeting with him in the future in respect of this matter. He was told, emphatically: "that it would have to be a fruitful meeting with a view to justice prevailing in this case, failing which it would be taken to arbitration." As a result, the Brotherhood's appeal was seriously considered by both the vice-president of personnel and the operating vice-president, in consequence of which discharged Sleeping Car Porter H. Witherspoon was ultimately advised, in writing, by Manager T. P. James under date of February 11, 1966 as follows:

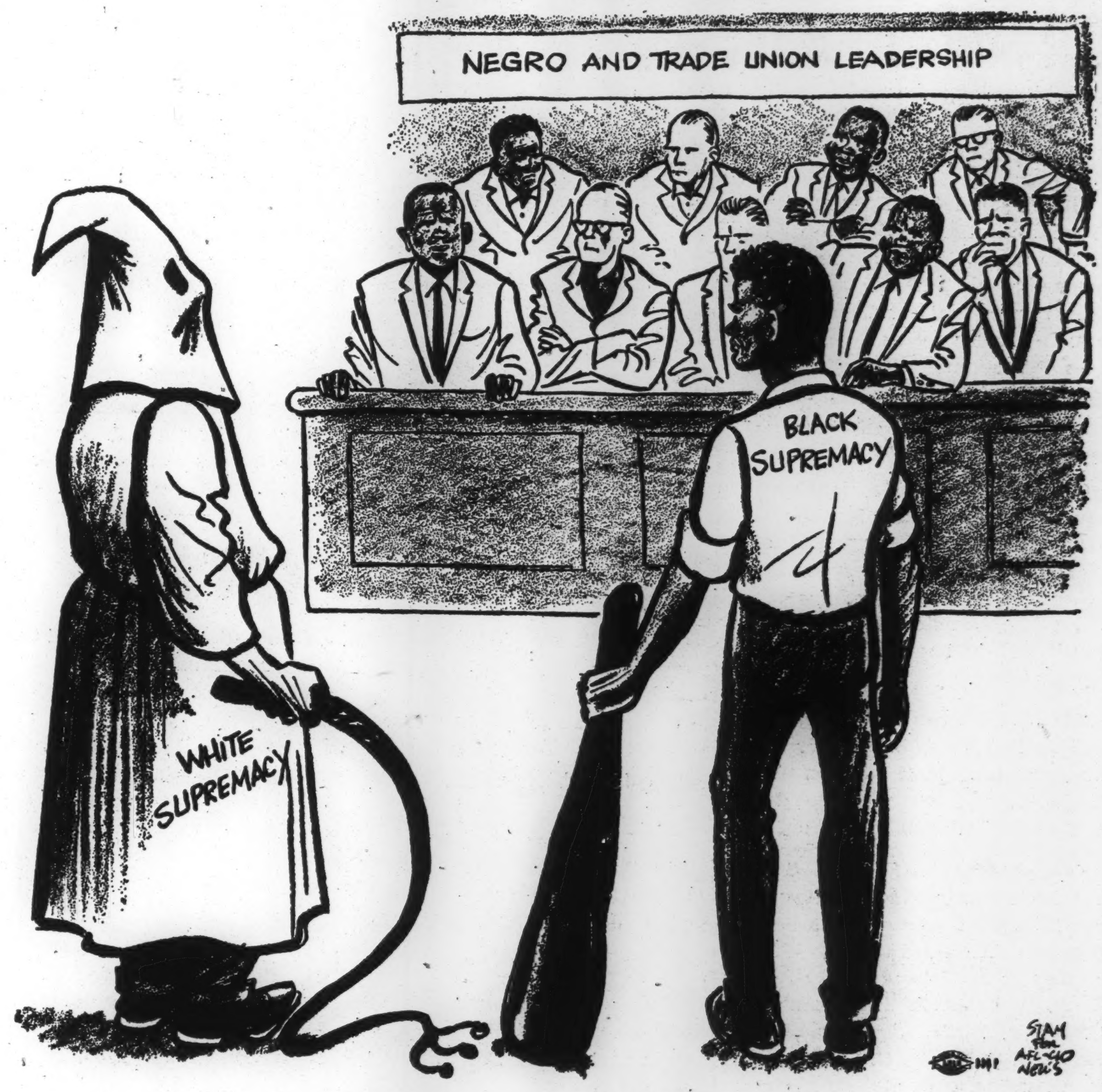
> "Dear Sir:
>
> Please be advised that you are hereby reinstated as a Sleeping Car Porter with this Company effective today, and immediately on receipt of this notification, you should contact the Platform Office in order to ascertain what displacement rights you can exercise.
>
> It will also be necessary for you to furnish your Superintendent, Mr. H. C. McBurney, with a detailed statement showing what compensation, if any, you have received in other employment since being taken out of our service, and this should be done as quickly as possible in order to expedite the compensation due you for time lost in accordance with the terms of our Collective Agreement."

Since it developed, however, that Porter Witherspoon's name was not entered on the foot of the Extra List before Saturday, February 19, 1966, it resulted that the period to be covered by the contractually authorized compensation due him by the C.P.R. did extend to February 18, inclusively, and therefore aggregated 362 days, to which, of course, pay for seven statutory holidays, meanwhile, had to be added, making total compensation for time lost by this reinstated porter in the sum of $4,374.47 gross.

Since this gross amount, $4,374.47, was subject to various deductions including Federal and Provincial Income Tax, Quebec and CPR Pension Plan contributions, the cheque that was ultimately, on April 11, 1966, issued by the Canadian Pacific Railway Company to Porter H. Witherspoon was actually in the net amount of $3,207.94.

THUS ENDED THE WITHERSPOON CASE—ONE OF THE GREATEST VICTORIES EVER WON BY THE BROTHERHOOD OF SLEEPING CAR PORTERS.

'You're Both Guilty'



WALTER G. DAVIS RESUMES POST WITH AFL-CIO CIVIL RIGHTS DEPT.

Walter G. Davis, deputy executive director of the Equal Employment Opportunity Commission on leave from the AFL-CIO, has returned to his former post of assistant director of the federation's Department of Civil Rights.

Davis, while with the job bias agency assisted international unions in establishing liaison with the commission to deal with trade union problems. He had the major responsibility for the development of a field program for the agency and activated six regional and four area offices in major cities throughout the country.

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THE BLACK WORKER

(OFFICIAL ORGAN OF THE BROTHERHOOD OF SLEEPING CAR PORTERS)

AFFILIATED WITH AFL-CIO/CLC

"Know Ye the Truth and the Truth Shall Make You Free"

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FORTY-THIRD ANNIVERSARY CONVENTION OF BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL VICE PRESIDENT MCNEAL HONORED BY ST. LOUIS GLOBE-DEMOCRAT

Six Missouri legislators were named recently by G. Duncan Bauman, publisher of the St. Louis Globe-Democrat Newspaper, as recipients of The Globe's biennial meritorious service awards.

Cited for outstanding legislative service during the 1967-68 sessions of the 74th General Assembly are:

State Senator Theodore D. McNeal (Dem.), St. Louis; William B. Waters (Dem.), Liberty, and Lawrence J. Lee (Dem.), St. Louis.

Representative James I. Spainhower (Dem.), Marshall; Robert O. Synder (Rep.), Kirkwood, and George W. Parker (Rep.), Columbia.

Formal presentation ceremonies were held April 15 at a luncheon in Jefferson City.

As in the past, Mr. Bauman noted, the lawmakers selected for special recognition were chosen by a secret committee.

Senator McNeal was chosen on the basis of his contributions in the fields of welfare, education, mental health and fiscal policies. This is his third consecutive Globe-Democrat award.

He was credited with laying the groundwork for the passage in the recently concluded special session of the so-called ADCU bill extending aid-to-dependent children benefits to families with jobless but employable fathers living at home.

In 1967, he sponsored and helped win the passage of the long-sought unit control bill placing the St Louis school system under one administrative official.

As chairman of the Mental Health Committee he was instrumental in getting salaries of mental health workers under the Merit System.

He was the sponsor of the measure to abolish the 3-cent state property tax, regarded as unnecessary and an encroachment on local taxing authority.

(Continued on Page 2)

One of the great stories of black labor of this century is the birth and progress of the Brotherhood of Sleeping Car Porters. It has lifted the humble Pullman porter, train and mail porter and attendant from the lower depths of company union exploitation to higher levels of union labor, economic security and dignity.

Verily, it is a long cry from the hard, difficult and discouraging struggles of the 1920's when the workers, black and white, Jew and Gentile, Catholic and Protestant, faced the anti-labor American Plan, the notorious Yellow Dog Contract and company union.

ONLY DUE OUT

Those were the times when the porters lived under the dark clouds of uncertainty and hopelessness as to what the next day would bring forth. Though he thought he had a job, he only knew from day to day that he was due out but he was never sure he would go out. The economic future of his family was in the hostile hands of the superintendent and the ever present stool pigeons.

If a porter ever displayed any signs of manhood, he was promptly marked for the chopping block from which his economic head as a jobholder was destined to roll. When he relayed his job loss to his home, he was greeted with the tears of his wife, if not abuse, about his fiddling around with "that Randolph Union."

The news about the economic death of one porter spread like wildfire over the district and throughout the country. But the job fatalities of the porters that struck down stalwart men from coast to coast did not halt the onward march of the Brotherhood union army.

BLACK COMMUNITY FRIGHTENED AT PORTER JOB LOSS

Knowing of the economic insecurity of the black ghetto, Pullman mobilized its stool pigeon propaganda machine to spread the news about a porter's loss of his job on account of the Brotherhood. Naturally, it struck fear into the hearts of the porters and their wives who believed the Pullman Company was Almighty God himself.

But these attacks upon the Brotherhood failed to break the courage and determination of the men.

FIRST INTERNATIONAL UNION OF NEGRO WORKERS IN AMERICA

Thus, while the heads of the Brotherhood members were bloody, they were unbowed. Hence, ten years after the Brotherhood was born in 1925, it was certified as the bona-fide representative of Pullman porters in 1935, and the first contract was signed after two long years of collective bargaining with the high command of Pullman in Chicago, Illinois.

Today, in this epoch-making convention in New Orleans, Louisiana, the Brotherhood stands as a credit not only to the porters but to the entire Negro race in particular and the American labor movement in general.

The delegates to this convention in particular, and the members throughout the country in general, can see that the porters, attendants and their families are economically secure. They, perhaps, as a group have put more of their children through college than any other single group in the black community. This is not only true of the porters in the United States, but it is also true of the porters and attendants on the Canadian Pacific in Canada.

It is also important to note that the members of the Brotherhood are represented in the highest councils of organized labor since its international president is a member of the Executive Council of the American Federation of Labor and Congress of Industrial Organizations.

LOOKING AHEAD

Thus, the porters and attendants must resolve to stand firm and immovable in support of the Brotherhood. Just as President Johnson calls upon the people to pay more taxes to enable the country to face the storms of financial trouble, so the porters and attendants may be called upon to give more of their resources to keep the Brotherhood ship steady in the rough financial seas which all unions are now facing.

May God give us the strength, courage and faith never to falter as true Brotherhood men and women.

DR. MARTIN LUTHER KING, JR. JANUARY 15, 1929—APRIL 4, 1968

The horrible slaying of Dr. Martin Luther King, crusader and prophet of nonviolence, racial and social justice, has challenged the conscience of the nation. Out of it has emerged a moral and spiritual coalition, including black and white, Catholic and Protestant, Jew and Gentile, moderates and black militants, marching together in honor of Dr. King, a symbol of the struggle for racial and social change for progress without violence, hatred or bloodshed.

The observance of the last rites for Dr. King, attended by the Vice President of the United States, governors, mayors, congressmen, and by numerous leaders of the church, education, industry and labor, attest to the fact that America need not founder upon the rock of racial conflict; that there need not be a divided America, one black, one white, separate and unequal; but only one America committed to the principles of universal human rights, racial and social justice, freedom, democracy and world peace.

(Continued on Page 2)

CPR PORTERS WIN BATTLE OVER HOURS

International Field Representative A. R. Blanchette announced that Agreements between the Canadian Pacific Railway Company and the Brotherhood of Sleeping Car Porters, which were signed at Montreal, Quebec, under dates of March 7 and 8, 1968 constitute, particularly, settlement of the 24% Wage Increase Application Dispute that had obtained since May 30, 1966, on behalf of Sleeping Car Porters in the employ of the Canadian Pacific, and also reveal significant improvements in given rates of pay and working conditions for these road service employees.

Brother Blanchette pointed up that, notwithstanding the innovated conversion of the porters' basic monthly guarantee (173-1/3 hours), as hitherto provided for, to a basic four-weeks' guarantee (160 hours), as a result of the application of a 24% increase on December 31, 1965 basic monthly rates, less $16.47, effective January 1, 1968, the Canadian Pacific porters' progressive monthly rates are accordingly as follows:

Sleeping Car Porters 1st to 6th month	$306.067
Sleeping Car Porters 7th to 12th month	$400.573
Sleeping Car Porters 13th to 24th month	$409.240
Sleeping Car Porters 25th to 48th month	$417.917
Sleeping Car Porters 49th month and over	$422.24
Sleeping Car Porters (Buffet Service	$422.11
Parlor Car Porters (including In Charge)	$430.907
Coach Porters (Article 2, Clause (c) not applicable)	$430.907

He also indicated that this reduction figure—$16.47—purportedly equated the coverage of wage increases received by sleeping and dining car employees of both the Canadian National and the Canadian Pacific from June 1, 1951 up to and including July 1, 1965, as a result of their being on a basic month of 208 hours in compari-

(Continued on Page 2)

CPR PORTERS WIN BATTLE OVER HOURS

(Continued from Page 1)

son to all other non-operating railway employees in Canada who, as of 1950, were awarded the 40-hour work week (169.3 hours per month), and the same, having, to his regret, been previously agreed to by the Brotherhood of Trainmen representing the dining car employees and sleeping car conductors on the C.P.R. property, was arbitrarily made also to apply to their sleeping car porters pursuant to the provisions of Article II of the Master Agreement dated at Montreal, March 14, 1967 even though same differed significantly in application from that hitherto agreed upon by the C.B.R.T. & G.W. representing the sleeping and dining car employees of the Canadian National Railways, in that where these road service employees were concerned, the $16.47 was, contrariwise, subtracted from the 24% wage increase itself.

International Representative Blanchette stressed also that some of the other outstanding improvements to the porters resultant upon the Brotherhood's intensive negotiations with the C.P.R. over a period of some six weeks, recently, are:

(a) Annual Vacation With Pay: 2 weeks—3 weeks—4 weeks—now consist of 14 days—21 days—28 days respectively.

(b) A regularly assigned employee called from layover for terminal and/or road service will be paid for time worked during layover at one and one-half times the basic hourly rate, with a minimum payment of 4 hours and 8 hours, respectively, separate and apart from his guarantee.

(c) Employees who work the full hours of the averaging period (13 weeks) will have the total straight time hours reduced by 8 hours for each General Holiday for which they were qualified under the Agreement. Similar reduction will be made for each day of annual vacation, but not more than 40 hours shall be deducted for any full week of annual vacation.

(d) Especially gratifying is the fact that Canadian Pacific sleeping car porters handling food and/or drinks on cars are, at long last, being compensated for said "Buffet Service" retroactively to October 1, 1967 in an amount which, with similar application of the 24% wage increase, will be from January 1, 1968, $442.11 per month, or on the hourly basis: $2.551.

INTERNATIONAL, VICE PRESIDENT McNEAL HONORED BY ST. LOUIS GLOBE-DEMOCRAT

(Continued from Page 1)

Acting as a bridge between labor and management forces, he was able to forge an acceptable compromise on companion bills liberalizing unemployment benefits and employer contribution rates.

Senator McNeal is regarded by his colleagues as one of the few members of the Senate who can, through analysis and skillful debate, actually alter the course of legislation.

DR. MARTIN LUTHER KING, JR.

January 15, 1929 — April 4, 1968

(Continued from Page 1)

America is to be congratulated upon the splendid manner in which it responded in honoring Dr. King in press, television and radio, with high moral purpose and commitment, as one people in this hour of trial and test. It served notice upon the world that America will not bow to violence, hatred and racism, white or black, but that it will ever strive for the realization of the fact that there is only one common human family in which all men, regardless of race or color, religion or national origin, are members and therefore brothers whose personality is of equal dignity and worth.

Verily, there must be no racial polarization in America. Rather should all America, black and white, mobilize to achieve the equalization of job, housing, and educational opportunity for the black and white poor.

PORTERS MADE WONDERFUL STRIDES FROM 1925 TO 1968

Why Porters and Attendants Should Never Fail to Support the BSCP

By INTERNATIONAL VICE PRESIDENT T. D. MCNEAL

This information is for the purpose of bringing local and system officers up to date on matters of current interest to many of our members.

NEW IMPROVEMENTS IN HEALTH & WELFARE PACKAGE

As a result of negotiations which began in November of 1967, the Brotherhood (in cooperation with other unions) has now succeeded in signing agreements with Pullman and every railroad with which we have agreements providing for greatly improved benefits for our members and their families under the Travelers Insurance health, hospital and life insurance plans. During the month of March, members will receive new booklets through individual employers describing these new benefits. However, for your quick information I am listing below the principal improvements which went into effect as of March 1, 1968.

Benefits	Benefits Under Previous Plan	Benefits Under New Plan
HOSPITAL EXPENSE		
Room and Board	120 days, Semi-private	180 days, Semi-private
Other Charges	$500 & 80% over $500	$1000 & 80% over $1000
Outpatient	$500 & 80% over $500	$1000 & 80% over $1000
MEDICAL EXPENSES		
In-Hospital	$4 each visit & $480 total	$6 each visit & $1080 total
Home & Office	$5 home, $4 office beginning with 4th visit if ill, 2nd visit if injured. Maximum 120 visits	$7.50 home, $6 office beginning with 4th visit if ill, 2nd visit if injured. Maximum 180 visits
MAJOR MEDICAL		
Maximum	$5000	$10,000
Deductible	$100	$100
Hospital Expenses	80% over $500	80% over $1000
POLIO		
	$5000	$10,000
LIFE INSURANCE		
Active Men	$4000	$5000
Accidental Death & Dismemberment	None	$4000
Retired Men	$2000	$2000

NEW IMPROVEMENTS IN PENSION, UNEMPLOYMENT AND SICKNESS BENEFITS

As the end result of more than a year of negotiation between the Railway Labor Executives' Association (of which International President Randolph is a member) and all of the railroads, Congress has changed the Retirement and Unemployment and Sickness Insurance Laws to provide valuable and much needed additional benefits in pensions, unemployment and sickness benefits. New booklets describing these improved benefits are available at your local Retirement Board office. However, for your ready information I am furnishing you herewith a capsule description of the principal improvements:

RETIREMENT BENEFITS — Effective February 1, 1968 the pensions of all men now retired was increased by from $10 per month to $20 per month. Most of our retired members received increases amounting to from $11.22 to $14.63 per month. Those wives of retired men whose pensions are now limited to less than ½ of their husband's basic pension because of the arbitrary ceiling on wives pensions also received increases in their pensions. The new maximum pensions for wives of living pensioners will be $104.50 between February and December, 1968 and this maximum will go up to $115.50 in January of 1970. For most employees the minimum increase is $10; for most wives and survivors the minimum is $5.

UNEMPLOYMENT AND SICKNESS BENEFITS—Under the new law Unemployment and Sickness daily benefits will be increased from the current $10.29 per day maximum to a maximum of $12.70 per day. In other words, a fully protected man who is out of work or ill will receive $127 every 14 days instead of the present $102 per period. Men with more than 10 years of service will receive sickness benefits for a period longer than the present 26 weeks per year.

MEDICARE BENEFITS—Booklets are now available at your local Retirement Board offices fully describing the important improvements in the Medicare program for those over 65 years of age.

NEGOTIATIONS WITH PULLMAN ON JOB STABILIZATION

Together with the Brotherhood of Railway and Steamship Clerks, the Brotherhood of Sleeping Car Porters is still locked in battle with The Pullman Company on the matter of Job Protection. Because of the everworsening prospects of jobs for Pullman Porters, this is a fight that we simply cannot walk away from. The membership who work for Pullman have voted by a majority of some 99% to strike, if necessary, in order to secure a measure of justice in this matter.

As of now, the National Mediation Board at Washington is supervising final effort to settle this issue peacefully. If these efforts fail, we will have no choice but to call upon the men to honor their signed pledges to get down off the cars in a strike. Our struggle with Pullman is complicated by the fact that Pullman (now wholly owned by the railroads) must get ratification from the railroads on every point before they can agree to anything. We expect to be called back to Washington any day now, for what we hope will be the final effort at settlement by the National Mediation Board.

NEGOTIATIONS ON EXPENSES AWAY FROM HOME

We have recently finished the first round of conferences with Pullman and all of the railroads where our members perform non-operating work. On roads where our members do not now receive free meals on the trains, we are demanding either (a) free meals on trains and a meal and lodging allowance at away-from-home points or (b) a rule similar to the one Pullman Conductors have which provides for lodging and a meal allowance at any point where a man lays over for 4 hours or more.

Pullman took the position that they will not sign any kind of agreement on away-from-home expenses as long as we are threatening to strike on the Job Protection matter. The Santa Fe asked for time to make some cost estimates. The Burlington made a counter-proposal that we modify our time and one-half rule to provide for time and one-half pay after 204 hours instead of after 184 hours. This we will not do with any company. The Northwestern offered us the same settlement as accepted by dining car employees unions, namely; an allowance for lodging at points where we are held overnight and a $1.50 meal allowance at points where our men are held more than 8 hours, except where those hours are between 7 P.M. and 7 A.M. This offer we did not accept. All the other roads want to wait and see what we get out of the Santa Fe. The second round of negotiations with the Santa Fe will be scheduled shortly.

CASES BEFORE THE ADJUSTMENT BOARD

We recently won an important and highly significant case involving Brother J. L. Eldridge, a Chicago Pullman Porter. Brother Eldridge was accused, in late 1963, of molesting two young white

(Continued on Page 6)

JUSTICE DEPARTMENT ASKS ICC TO RECONSIDER MERGER

The U.S. Justice Department has asked the Interstate Commerce Commission to reconsider its approval of the merger involving the Great Northern, the Northern Pacific, the Chicago, Burlington & Quincy, and three smaller roads which serve the Northwest.

The department's action agrees with the position of several other railroads which earlier requested the ICC to reconsider.

In 1966, the ICC rejected the merger proposal, but last November, the agency reversed itself and granted approval of the consolidation which would create a 26,500 mile system. The Justice Department said, in effect, that the ICC reversed itself without having received any new substantial evidence.

CHICAGO DIVISION TO HONOR INTERNATIONAL PRESIDENT RANDOLPH

Final plans for the testimonial dinner honoring International President Randolph were completed at a meeting of the Steering Committee on February 6, 1968. Chicago Division President Shackelford is general chairman of this affair and the co-chairmen are H. L. Alexander, Sam Jefferson, L. C. Clarkston and G. R. Tillman.

The date of the affair is May 24, 1968. The setting will be the beautiful Bal Tabarin Room of the Sherman House, located on Clark and Randolph Streets in downtown Chicago.

The guest speaker for this occasion will be the Honorable Edith Sampson, judge of the Municipal Court of Chicago. Judge Sampson has been a friend of President Randolph and the Brotherhood for many years.

Reservations for this testimonial are $12.50 per plate or $125.00 for tables of ten. Reservations should be sent to U.C. Crowder, secretary-treasurer, Chicago Division, Brotherhood of Sleeping Car Porters, 3947 Drexel Boulevard, Chicago, Illinois 60653.

The Steering Committee, consisting of over 100 Chicago Division members, is sponsoring this tribute to President Randolph.

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RRB EXPLAINS CHANGES IN UNEMPLOYMENT AND SICKNESS BENEFITS PROGRAM

The 1968 amendments to the railroad unemployment insurance law substantially increased the daily benefit rate for both unemployment and sickness and made it possible for certain railroaders to draw sickness benefits for longer periods. Also, some of the conditions for the payment of benefits under that law were made more restrictive. The following questions and answers explain how these and other major changes affect railmen.

1. How much will the increase in the daily benefit rate for unemployment and sickness amount to under the amended law?

The maximum benefits rate will rise to $12.70 a day, effective with claim periods beginning after June 30, 1968. This will provide benefits as high as $63.50 for a full week of unemployment or sickness, compared with the old maximum of $51.00 ($10.20 a day).

2. How did the 1968 amendments to the Railroad Unemployment Insurance Act affect the qualifying conditions for the payment of unemployment and sickness benefits to railroad workers?

Effective with earnings in calendar year 1968, the amendments increased the amount of earnings needed in a calendar year (base year) to $1,000 to be qualified for the following benefit year. The old earnings requirement was $750. The additional requirement under the old law for new entrants of at least 7 months of railroad service in the base year remains unchanged.

3. I earned less than $1,000 in 1967 but more than the old qualifying amount of $750. Will I be qualified for the 1968-69 benefit year?

Yes, you will be qualified. However, if you are unemployed or sick in 1968-69, your benefits will be paid at the old daily benefit rates ($10.20 maximum).

4. Were any changes made in the method of crediting my earnings in the base year to determine if I am qualified for unemployment and sickness benefits?

No. As before, no more than $400 of your earnings may be counted under the Railroad Unemployment Insurance Act for any month in the base year. Railroad earnings include wages, salary, pay for time lost, vacation pay, holiday pay, or other remuneration excluding tips.

5. With the new maximum benefit rate, what is the total amount of benefits that can be paid in a year?

As under the old law, a railroader may receive normal benefits for a maximum of 26 weeks of unemployment and 26 weeks of sickness. This would amount to $1,651 for each type of benefit at the new maximum benefit rate. As before, an individual may not receive more in normal benefits of either type than he received as compensation in the base year.

If a railroader with 10 or more years of railroad service exhausts his right to normal benefits, he may be eligible for additional sickness benefits under the 1968 amendments or for additional unemployment benefits already provided for in the old law.

6. What additional sickness benefits were provided for railroaders who exhaust their rights to normal sickness benefits?

As a result of the 1968 amendments, railroaders who exhaust normal sickness benefits may be able to receive additional sickness benefits on nearly the same terms as for unemployment. Beginning July 1, 1968, employees with 10-14 years of railroad service may receive benefits for an additional 13 weeks (65 compensable days) following exhaustion of normal sickness benefits, and employees with 15 or more years of service may receive benefits for an additional 26 weeks (130 compensable days). Also, employees with 10 or more years of service may be eligible for an accelerated benefit year beginning with a period of sickness if they are not currently qualified. The accelerated benefit years may start before July 1, 1968.

7. What requirements do I have to meet to be eligible for extended sickness benefits?

You may be entitled to additional sickness benefits in an extended benefit period if you (1) exhaust your right to normal sickness benefits and have 10 or more years of railroad service, and (2) are under 65 years old and did not voluntarily retire.

8. Can I receive extended benefits for both unemployment and sickness?

Yes, it is possible for you to receive extended benefits for both unemployment and sickness if you exhaust normal benefits of both types, although this is not likely to occur.

9. When is a benefit year accelerated for sickness under the new law?

A railroad employee may start the next benefit year early if he has 10 or more years of railroad service, is not currently qualified but will be a qualified employee in the next benefit year, and has 14 or more consecutive days of sickness. In addition, he must meet the same other conditions as for extended sickness benefits (see q. 7).

10. I have heard that maternity benefits were eliminated from the railroad unemployment law as a result of the 1968 changes. Is this true?

The 1968 amendments removed the special provisions for maternity benefits. The special provisions terminate on June 30, 1968. However, beginning July 1, 1968, sickness benefits will be paid to a woman employee on the same basis as other sickness benefits if, because of pregnancy, miscarriage, or childbirth, she is unable to work or working would be injurious to her health.

11. Were there any other changes in the conditions for the payment of unemployment or sickness benefits?

Yes. The disqualification for leaving work voluntarily was extended. Formerly, the disqualification period ended if and when the employee returned to railroad service and earned $750. Under the amended law, he must be paid $1,000 in compensation before the disqualification is lifted.

More importantly, the amendments provide that an employee who receives a separation allowance from his employer is disqualified for both unemployment and sickness benefits.

12. How long is the disqualification for taking a separation allowance?

The disqualification, which begins the day following separation from service, runs for approximately the period of time it would have taken the employee to earn the amount of the allowance. The formula for determining the length of disqualification takes into account the amount of the separation allowance and the employee's last daily rate of pay.

13. When is the separation allowance disqualification effective?

The disqualification is effective with respect to days in benefit years beginning after June 30, 1968, but applies to separations after February 15, 1968, the enactment date of the amendments. (An employee who receives a separation allowance between February 15, 1968, and the end of the current benefit year can receive benefits through the end of the benefit year; but if the period of disqualification extends beyond that date, benefits cannot be paid for the remainder of the period of disqualification.)

14. Do the amendments include any provision for financing any of the new or increased benefits?

The major provision is for a refund to the unemployment insurance account from the railroad retirement account of extended and accelerated sickness benefits paid to employees who could otherwise have received disability annuities under the Railroad Retirement Act. Such refunds will be effected by annual transfers between the accounts. This provision does not have any effect on the individual employee's right to benefits. It is a fund interchange only.

Dispute Under The Randolph-Wolf Agreement
In the Matter of
PENNSYLVANIA RAILROAD COMPANY
and
BROTHERHOOD OF SLEEPING CAR PORTERS
FINDINGS AND AWARD

By agreement dated August 23, 1967, the Pennsylvania Railroad (hereinafter Pennsylvania) and the Brotherhood of Sleeping Car Porters (hereinafter Brotherhood) agreed to establish a Special Board of Adjustment to hear and render an award on the following question: "Whether the Randolph-Wolfe Agreement applies to those Sleeping Car Porters or Sleeper-Lounge Attendants employed by the Pennsylvania Railroad Company on August 1, 1967, who were on furlough from the Pullman Company (i.e., not in active service) as of July 31, 1967."

Mr. S. J. Wilson was selected as the Carrier Member, Mr. B. F. McLaurin was selected as the Organization Member and Mr. H. Raymond Cluster was selected as the Neutral Member of the Board. A hearing was held in Philadelphia on October 19, 1967, at which both parties were represented by counsel and presented oral and written evidence and argument in the matter. Thereafter, at the request of the Neutral Member, each party submitted certain additional factual information and argument.

Based upon the evidence and arguments submitted to it, the Board makes the following Findings and Award.

FINDINGS: Under date of December 17, 1963, Mr. J. E. Wolfe, chairman of the National Railway Labor Conference, addressed a letter to Mr. A. Philip Randolph, International President of the Brotherhood, in which he offered, for the purpose of disposing of a Section 6 notice, dealing with employee protection, served by the Brotherhood on the Pullman Company, to submit to railroads using the services of the Pullman Company a procedure to be followed when such railroads exercise their right to discontinue using Pullman services. Mr. Randolph approved the procedure set forth in the letter and the letter-agreement was subsequently ratified and approved by the Pennsylvania as a railroad using the services of the Pullman Company.

The letter, which has become known as the Randolph-Wolfe Agreement, after describing the procedure set forth therein as "a procedure designed to avoid sleeping car porters and attendants from losing their jobs," outlines the specific procedure in three numbered paragraphs as follows:

"1. In the event a carrier exercises its right under the contract existing between the Pullman Company and the Carriers to discontinue using the services provided by the Pullman Company, sleeping car porters and attendants who otherwise would lose their jobs as a result of the Carrier's withdrawal from participation in Pullman activities will be permitted to follow their work to the extent the Carrier requires the use of sleeping car porters and attendants.

"2. In the application of Section 1 hereof a Carrier, upon cancellation of its contract with the Pullman Company, will notify said Pullman Company that it intends to employ a stipulated number of sleeping car porters and attendants, and thereupon the Pullman Company will give this information to sleeping car porters and attendants in the district in which the Carrier's principal operations are conducted, and the sleeping car porters and attendants who desire to accept the proffered employment may do so in seniority order.

"3. Sleeping car porters and attendants who are employed by a Carrier in conformity with Sections 1 and 2 hereof will retain their seniority standing insofar as those who accept employment with that particular Carrier are concerned, and they will be paid the same monthly salary under the conditions applicable to them when they were in the service of the Pullman Company. Such sleeping car porters and attendants will also retain whatever vacation privileges they had, based upon years of service when employed by the Pullman Company."

Effective August 1, 1967, Pennsylvania discontinued using the services of the Pullman Company and took over the operation of its local line sleeping car service. It was agreed that the Randolph-Wolfe Agreement applied and Pennsylvania undertook to follow the procedures of that Agreement in hiring sleeping car porters and sleeper-lounge attendants to man its sleeping cars. Pennsylvania decided to employ a total of 133 sleeping car porters and attendants. In accordance with Section 2 of the Randolph-Wolfe Agreement, Pennsylvania so notified the Pullman Company; the Pullman Company then gave this information to all Pullman porters and attendants in the appropriate district, without regard to whether they were working on Pennsylvania sleeping car assignments, and the porters and attendants who desired to accept the proffered jobs did so in seniority order.

All 133 of the jobs were accepted by Pullman employees. Among the 133 former Pullman employees employed by Pennsylvania on August 1 were 90 who had regular or extra assignments with Pullman on July 31, immediately preceding the date of their employment by Pennsylvania, and 43 who were on furlough from Pullman on that date. Some of the Pullman employees who had assignments to Pennsylvania runs prior to August 1 accepted employment with Pennsylvania; others did not but remained with the Pullman Company on other assignments. Some of the 90 non-furloughed Pullman employees hired by Pennsylvania were neither employed in PRR-Pullman service nor did they lose their jobs in other Pullman service as the result of the Pennsylvania takeover of its sleeping car service from Pullman.

Pennsylvania took the position that the provisions of Paragraph 3 of the Agreement were applicable only to the 90 employees who were on active service with Pullman on July 31; that as to the 43 employees who were in furlough status on that date, they were not employed by Pennsylvania in conformity with Section 1 and 2 of the Agreement and thus Section 3 had no application to them. Pennsylvania bases its position essentially on the language of the initial paragraph and Section 1 of the Agreement which provide that the procedures of the Agreement are applicable to employees who would "lose their jobs" in the event of a takeover and which permit such employees to "follow their work" to the carrier which takes over former Pullman service. Employees on furlough, Pennsylvania contends, have no "jobs" to lose and no "work" to follow; therefore, they are not covered by the Agreement. Further, it is pointed out, Section 3 provides for payment to porters and attendants hired in conformity with Section 1 and 2 of the same monthly salary under the conditions applicable to them when they were in the service of the Pullman Company. Furlough employees were not in service at the time of the transfer of work and had no monthly salary; thus, it is contended, Section 3 cannot apply to them.

Finally, the equitable argument is advanced by Pennsylvania that some Pullman employees were on furlough status by choice rather than necessity since they were senior to many of the active service employees of Pullman who chose to accept employment with Pennsylvania; among those hired by Pennsylvania were several employees who had been on furlough from one to three years, and one who had been on furlough nearly nine years.

It is the Brotherhood's position that the loss of jobs and following of work referred to in the Agreement relate not to specific jobs held by specific employees but to the job opportunities available to Pullman employees as a group in the seniority district involved in the takeover. As the Brotherhood interprets Section 1, it recognizes that there will be a collective job loss to Pullman employees when a carrier decides to take over Pullman service; it then leaves the carrier free to decide how many, if any, porters and attendants it wants to hire to man its sleeping car service; once having decided to hire a particular number of porters and attendants, the carrier is bound to offer the jobs to Pullman porters and attendants who had any claim to the work under their Pullman seniority. Brotherhood argues that Section 2 makes it clear that the Agreement is not limited to active as distinguished from furloughed employees since it provides that the available jobs will be offered to all porters and attendants in the district on the basis of their seniority. Since furloughed Pullman employees have seniority rights to jobs in the district they are included in the absence of any specific language limiting the offer of jobs under Section 2 to employees on active service.

Brotherhood contends that the highly seasonal nature of pullman business which results in a pattern of alternate active service and furlough status for many employees makes it unreasonable to assume that furloughed employees were omitted from the coverage of the Agreement in the absence of specific language so providing. Brotherhood also advances the other side of Pennsylvania's equitable argument, asserting that many of the 43 furloughed employees hired by Pennsylvania had been in active service as little as two or three months before August 1, 1967, and that the accident of the date of takeover should not disqualify employees from the benefits of the Agreement.

Finally, Brotherhood pointed out that Pennsylvania's position that only Pullman employees who lost their jobs as a result of the takeover are covered by the Randolph-Wolfe Agreement is inconsistent with the fact that many of the 90 employees whom Pennsylvania agrees are covered would not have lost their jobs because of the takeover but simply decided voluntarily to transfer to Pennsylvania since they were entitled to do so by virtue of their seniority in the District.

As is not unusual in disputes such as this, each party sees the Agreement as "clear and unambiguous" in support of its position—Pennsylvania because of the language "loss of jobs" and "follow their work" in Section 1, and Brotherhood because of the lack of any specific exclusion of furloughed employees in Section 2. In truth, the apparent inconsistency between the language of Section 1 and the procedure of Section 2 creates an ambiguity which makes unsurprising the antithetical interpretations given to the Agreements by the parties. In seeking to find the true meaning and proper interpretation of the Agreement, it is proper for the Board to test the interpretation argued for by each party against the total scheme of the Agreement and also against the actions taken by the parties themselves which are purportedly in accordance with the provisions of the Agreement.

It is true that standing alone, Section 1, which is couched in general terms, appears to be concerned with the protection of individual porters and attendants who lose their jobs as the result of a takeover by a carrier of Pullman services. However, Section 2, which sets forth the specific procedure by which the carrier taking over the former Pullman service is required to distribute the number of porter and attendant jobs it has determined among Pullman employees, cannot be reconciled with that reading of Section 1. Section 2 clearly provides that all porter and attendants in the district may bid in the jobs in seniority order. It does not limit the bidding to porters and attendants who have lost their jobs as a result of the takeover as it easily could have been written to do simply by repeating the language of Section 1. It is significant that in hiring the 133 porters and attendants, Pennsylvania in fact did apply Section 2 literally, hiring in seniority order without regard to whether employees had lost jobs or not, or were furloughed or active.

If Section 1 and Section 2 appear to be inconsistent, the inconsistency must be resolved in favor of the more specific section, Section 2, over the more general section, Section 1. It is a considerably more strained construction of the two sections to say that Section 2 applies only to employee who have lost their jobs than to say that loss of jobs as used in Section 1 means loss of job opportunities to the group of porters and attendants in the district as a whole. On balance, the position of the Brotherhood seems more consistent with the language of the Agreement as a whole then does the position of Pennsylvania.

It also cannot be overlooked that the interpretation urged upon the Board by Pennsylvania with respect to furloughed employees has not been applied to active employees who did not lose their jobs or follow their work as the result of the takeover any more than the furloughed employees did. This point was made at the hearing by the Brotherhood but there was no discussion of it. After the hearing, the Neutral Member wrote to the parties asking for comment as to whether the Agreement applied to such employees and also as to what, if any, distinction there is between such employees and furloughed employees under the language of the Agreement. In reply, Pennsylvania took the position that the question of the application of the Agreement to active employees is not before the Board and that the status of such employees cannot properly be relied on in determining the question which is before the Board. Pennsylvania also stated that it had taken the position during negotiations with the Brotherhood that such employees were not covered by the Agreement but that it was willing to apply the Agreement to such employees as a gratuitous action in consideration of the prompt settlement of other matters in negotiation.

Brotherhood disputes the fact that Pennsylvania ever took the position that active employees who did not lose their jobs because of the takeover were not covered. Further, Brotherhood contends that treatment of these employees is relevant to the determination of the issue before the Board.

It is true that the only issue before the Board concerns furloughed employees and that no dispute concerning active employees has been submitted to it. But the Board is not required on that account to wear blinders in considering the issue before it. The reason advance by Pennsylvania for not applying the Agreement to the furloughed employees is not that they were furloughed **per se** but that they did not lose jobs. No more did some of the 90 active employees lose jobs. Certainly the fact that the Agreement has been applied to those employees, while not dispositive of the issue before us, helps to buttress the correctness of the conclusion reached by analysis of Section 1 and 2.

In summary, the specific provisions of Section 2 required that Pennsylvania offer the 133 porter and attendant jobs to all Pullman employees with seniority rights in the appropriate district; furloughed as well as active employees have seniority rights to jobs in the district; in fact, the jobs were offered in accordance with Section 2 to all employees, furloughed or active, those who lost jobs and those who did not, and the applicants were hired in seniority order; the specific procedure set forth in Section 2 is entitled to more weight in interpreting the meaning of the Agreement than the more general language of Section 1; the Agreement has already been applied to emloyees other than the furloughed employees who did not lose jobs because of the takeover; and considering all of these facts and circumstances, the construction which is least strained and most compatible with Section 1 and 2 considered together is that the 43 furloughed employees are covered by the Agreement.

AWARD: The Randolph-Wolfe Agreement applies to those Sleeping Car Porters or Sleeper-Lounge Attendants employed by the Pennsylvania Railroad Company on August 1, 1967, who were on furlough from the Pullman Company (i.e., not in active service) as of July 31, 1967.

March 19, 1968

/s/ H. Raymond Cluster
Neutral Member
/s/ I. J. Gromfine
Organization Member
/s/ S. J. Wilson
Carrier Member (dissenting)

HUMPHREY FINDS HOPE, DEDICATION IN AFRICAN NATIONS

"Harambee"—meaning "let's all pull together"—is the rallying cried heard in developing Africa and its application is in evidence all across the continent, according to Vice President Hubert H. Humphrey.

"Never before have I seen a people so full of hope, so devoted to a common cause of independence, freedom and nation-building," Humphrey declared.

Humphrey's observations on Africa, its people, its problems and its needs—gathered during his recent 14-day, nine-nation tour of the continent—are contained in a special report for the labor press.

Humphrey met with trade unionists in Ivory Coast, Liberia, Ghana and other African nations.

Training workers in skills and vastly expanded education programs are two major needs if Africa is to succeed in its economic development programs, Humphrey reported.

Humphrey also said he found an "information gap" in Africa, with the people there not getting reliable information on what is happening in America and American citizens receiving only scattered information on African developments.

We need a continuous flow of articulate persons going to Africa to meet with college students and editors and acquaint them with what's going on in America," Humphrey said. "And we need to invite more African youth leaders to our country."

Vocation training, education, [illegible] cooperatives and health benefits were among the subjects Humphrey discussed with African Labor leaders and he was warmly received.

He described the talks as "positive and fruitful."

A major message carried by Humphrey to Africa was that democracy and a free labor movement go hand-in-hand—one cannot exist without the other.

STANDING COMMITTEE ON HUMAN RIGHTS, C. L. C.

The Human Rights Committee of the Canadian Labour Congress met in Ottawa recently. The CLC Committee endorsed a brief proposing an in-service and public education program to eliminate discriminatory practices by officials of federal manpower centres. The brief, prepared by the Jewish Labour Committee for Human Rights, was presented to Manpower and Immigration Minister Jean Marchand.

In the December, 1967 issue of its official journal — CANADIAN LABOUR — the Canadian Labour Congress asserted:

"We can afford to look with some pride on the human rights achievement of the labour movement in this country. Almost every major achievement, every campaign for legislation, has involved participation by organized labour. We are proud of the work of our Human Rights Committees throughout the country in persuading governments and mobilizing public opinion to pursue the goal of equality of treatment without regard to race, creed, sex, colour or national origin."

PORTERS MAKE WONDERFUL STRIDES FROM 1925 TO 1968

(Continued from Page 2)

women who were passengers in his car. Pullman gave him a hearing and fired him. We took his case to the 3rd Division of the Railroad Adjustment Board. After 2 years of fighting there, the Adjustment Board ordered Pullman to restore Eldridge back to his job and pay him for the time he had lost.

Pullman flatly refused to obey the order of the Board. I asked for and received permission from International President Randolph to retain the law firm Mulholland, Hickey and Lyman of Toledo and Washington to take the case to the Federal Court at Chicago. After 2 years of struggle in the Federal Court, a decision was rendered by the Court ordering Pullman to carry out the order of the Adjustment Board and to pay the Brotherhood $5000 for lawyers' fees. Brother Eldridge had his seniority, vacation and pension rights restored and was allowed $22,000 for time lost. Out of that amount was deducted the little money he earned while he was off and he was required to pay his part of the retirement tax.

This was a significant victory for the Brotherhood because few unions ever win cases involving the charge of molesting women and, even fewer unions win cases when they have to go to court to force the carrier to obey the Award of the Board.

We now have several cases pending before the 3rd and 4th Divisions of the Railroad Adjustment Board. These cases include two highly significant wage claims in behalf of Brothers Wood and McCully of Pocatello, Idaho, who are employed by the Union Pacific Railroad.

DISCONTINUANCE OF PASSENGER SERVICE

The Brotherhood, as well as other unions whose members have seniority rights confined to passenger service, have almost insurmountable problems in connection with the discontinuance of passenger service and the merging of railroads.

The Kansas City Southern and the Chicago and Eastern Illinois railroads recently notified us that they are discontinuing all passenger service. The Santa Fe publicly announced some time ago that they will discontinue 27 of their 31 trains. The Burlington and Union Pacific have made and are making cut backs.

We have recently negotiated agreements, protecting our members in the mergers of the New York Central and Pennsylvania; the Atlantic Coast Lines and the Seaboard Airline, the Burlington Lines, the Northern Pacific and the Great Northern. We are now beginning negotiations in connection with the coming merger of the Illinois Central and the Gulf, Mobile and Ohio.

BROTHERHOOD FINANCES

The constantly decreasing number of jobs for our members has had and continues to have a tremendously detrimental effect on the finances of our union. Thus, despite the $8 per month dues, we are spending, every month, some $5,000 to $8,000 more than we take in. It goes without saying that this cannot go on forever. Unless we keep a strong organization to police and enforce our agreements, they are not worth the paper they are written on.

Our experience with the powerful Santa Fe Railroad during recent months under the Job Stabilization Agreement proves this. Despite the clear provisions of the agreement our men on most of the Santa Fe System have not been receiving payments due them under that agreement. After much effort on the part of our System and International Organization, it seems that we are at least about at the point that the Santa Fe is convinced that these payment must be made.

In connection with this subject, all members receiving benefits under Job Stabilization Agreements while not working should be notified that they must pay union dues whether they are working or not. This, because they are receiving pay under Brotherhood agreements and the Union must remain strong to guarantee that their Job Stabilization payments will continue. The members receiving benefits under the Job Stabilization Agreements should also realize that the Union Shop Agreement requires them to pay dues and that, if we are forced to file Union Shop Notices against them, the railroad will gladly and quickly fire them to save the payments.

CHANGE IN CONVENTION PLANS

Due to other large conventions being scheduled in New Orleans at the same time, our International Executive Board has found it necessary to change our Convention from September 8 as originally planned to September 1, 1968.

Each local should discuss the pressing problem of finances and instruct their delegates whether or not they are to support measures designed to keep our union in a healthy financial condition. These measures will probably include proposals to reduce the number of paid officers and employes; to reduce the number of Brotherhood offices and some nominal increase in dues.

The Human Rights Committee of the Canadian Labour Congress. Seated, left to right, are A. R. Blanchette, international representative, Brotherhood of Sleeping Car Porters; Frank Chafe, assistant director, CLC legislative department; A. R. Gibbons, committee chairman and general vice president of the Congress; CLC Executive Vice President Joe Morris; A. Andras, CLC legislative director; A. Alan Borovoy, director of the Toronto Labour Committee for Human Rights; and Saul Linds, Canadian union label director, Amalgamated Clothing Workers of America.

RIOT PANEL REPORT STRESSES URGENCY

The National Advisory Commission on Civil Disorders was appointed by President Johnson last July, in the aftermath of riots which swept through Negro slums areas of major cities.

A bipartisan group with a nonpartisan mission, the commission was headed by Illinois Governor Otto Kerner, with New York City Mayor John V. Lindsay as vice chairman and nine other members.

The commission addressed its report "to the institutions of government . . . but even more urgently to the hearts and minds of each citizen."

It warned that America is drifting towards a sharp division of society, "one black, one white —separate and unequal." But it affirmed that the drift "can be reversed" by "a commitment to national action . . . backed by the resources of the most powerful and the richest nation on this earth."

This must be done, the commission insisted. "Violence and destruction must be ended—in the streets of the ghetto and in the lives of people."

The commission members walked the streets of the slums in addition to listening to and questioning witnesses representing every range of opinion. They concluded: "Segregation and poverty have created in the racial ghetto a destructive environment totally unknown to most white Americans."

They proposed programs at every level, local as well as national, private as well as public. They stressed that the programs must be "on a scale equal to the dimension of the problems." They must have "high impact in the immediate future in order to close the gap between promise and performance."

These are some of the findings and recommendations of the commission in the areas of national programs:

JOBS: "Unemployment and underemployment are among the most persistent and serious grievances of the poor." Despite the large-scale expansion of federal manpower training programs in recent years, there still remains 2 million unemployed, including some 500,000 "hard-core" unemployed in the central cities "who lack a basic education . . . and are unable to cope with the problems of holding and performing a job." Of an estimated 10 million underemployed, 6.5 million "work full time and earn less than the annual poverty wage."

The Commission recommended that the federal government:

- Work with cities and states to consolidate existing manpower programs to avoid fragmentation and duplication.
- Take immediate action to create 2 million new jobs over the next three years—1 million in the public sector and 1 million in the private sector — to absorb the hard-core unemployed and reduce the level of unemployment for all workers, black and white. It proposed a first-year target of 250,000 public service jobs and 300,000 in private industry.
- Provide on-the-job training by both public and private employers, with reimbursement to private employers for the extra costs of training the hard-core unemployed, either through contract or by tax credits.
- Provide on-the-job training by investment in rural as well as urban poverty areas.
- Remove artificial barriers to employment and promotion, not only racial discrimination but, in certain cases, arrest records or lack of a high school diploma. The commission called for strengthen-

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NEWS FROM THE BROTHERHOOD DIVISIONS

REQUIEM MASS CELEBRATED FOR ARMY OFFICER

Requiem mass for Lieut. Col. Bernard D. Thompson, 40, was celebrated at Holy Name Catholic Church. The reading of the rosary was held the night before.

A procession to Los Angeles International Airport followed where the lieutenant colonel's body was placed aboard an aircraft and transported to San Francisco for burial with full military honors in a national cemetery.

The lieutenant colonel was a life-long resident of the Crenshaw area and was the son of Brother and Sister L. B. Thompson. He attended the local elementary schools and graduated from Dorsey High School. His father is the secretary-treasurer of the Brotherhood's Los Angeles Division.

Lieutenant Colonel Thompson distinguished himself as one of the nation's top helicopter pilots and served as pilot for Vice President Hubert Humphrey for three years before volunteering for Vietnam duty in September, 1967.

He was the holder of numerous combat citations, including the Oak Leaf Cluster for his service during the Korean conflict.

Colonel Thompson, a 20-year Army veteran was in command of [illegible] operations in the Mekong Delta area at the time of his death.

He was killed by the Viet Cong during the assaults on cities and American bases near Long Binh. He was not flying at the time, Army officials said.

Colonel Thompson is survived by his parents; his widow, Virginia; four children and a brother, Eugene.

NEW YORK

Our beloved brother, Harry A. Rock, departed this life on March 25, 1968. Brother Rock lost his life in an auto accident. He was born in Brooklyn, N.Y. on October 13, 1891 and was educated in the public schools there. He was the son of Gus and Ella Rock.

He was united in a happy marriage to Anna Belle Saunders in 1916, who preceded him in death in 1962. There were no children born to this union but they adopted two children, Helen Rock and Harry Rock.

Brother Rock entered the service of the Pullman Company November 21, 1923 and retired in 1959. He was devoted to the cause of organized labor and served the Brotherhood long and well.

He was a life member of the New York Division Executive Board, and for nearly forty years he was chairman of the Sick Committee where his services were distinguished by integrity and devotion to duty.

He was a faithful and devoted member of Mother AME Zion Church and the Masons.

The sudden passing of Brother Harry A. Rock was a great shock to all who knew him. He was fair, sympathetic, and always sought to do his duty honorably and justly. His loss is one which will be difficult to overcome.

He is survived by a daughter, one sister, five nieces and a host of friends.

PITTSBURGH

W. C. Stallworth

Congratulations are extended to Brother W. C. Stallworth who retired February 5, 1968 after approximately 43 years of faithful service to the Pullman Company.

He was employed by the Pullman Company at Pittsburgh on February 17, 1925 and served well in every classification of service the company had to offer the traveling public.

Brother Stallworth joined the organization on September 20, 1932, and has held offices by election, re-election and appointment since 1934. He was a member of the local Grievance Committee at the time of his retirement. He was loyal, industrious and self-sacrificing. Of all the members of his local division, he tried harder to interpret the wishes of the men he led and served. Everyone did not agree with him at all times, but in the long run what he said and did turned out to be in the best interest of his fellow workers.

He was one of the strong pillars in the building and maintaining of the Pittsburgh Division. During his entire membership in the Organization, he was never disciplined by the Pullman Company for any violation of service rules.

Here's wishing him and his lovely wife good health, long life and happiness in his retirement.

The Thompson family and Vice President Hubert Humphrey. Standing, left to right, are Maxine, Mrs. Thompson, Colonel Thompson, Vice President Humphrey, Philip, Michael and Bernard D. III.

BALTIMORE

It is with deep regret that we announce the passing of Brother Charlie M. Daniels, former president of Local 12. Brother Daniels fell rather suddenly in the bathroom on Thursday, February 29, 1968.

He had been off from work for quite some time following a heart attack a year or so ago. He was in the process of securing his retirement.

For the past few months it seemed that Brother Daniels was getting along fine. Of course, all of the members of Local 12 knew that Brother Daniels was never one to complain. He would always say: "Oh! I'm doing fine, could be doing worse." So one never knew how bad he was feeling.

Brother Daniels was a pioneer member of the organization. So we say farewell to a great coworker, wonderful friend and a former leader of our local. We miss you so much "Dan." The memory of you, Dan, is like a thing of gold that won't dull or tarnish or grow the least bit old.

NEW ORLEANS

When the famous Illinois Central Panama Limited Train backed into Union Station on Sunday morning, December 31, 1967, Brother Isiah Lawson of the New Orleans Division had completed 44½ years of service as a Pullman porter.

Brother Lawson had been running on the Panama for a number of years and was well known and liked by all of the Illinois Central officials. When he stepped off the train, he was surprised to find his lovely wife, Carrie Lawson, a number of his co-workers and Superintendent O'Neill on hand to greet him and wish him many happy years of retirement. It was quite some time before Brother Lawson was able to leave the station because of the many well wishers, including railroad officials, shaking hands with him and wishing him health and happiness in his retirement.

Mrs. Lawson invited a large number of Lawson's friends to their house for breakfast. When the crowd reached their home on North Tonti Street, they were served a delicious breakfast which was prepared by Mrs. Lawson and her niece, Mrs. E. H. Simon. This breakfast will long be remembered by everyone present because it was held in that old Brotherhood spirit of years ago.

Brother Lawson has been a member of the local executive board for many years. He joined the Brotherhood in the early days when the Organization's future was black, and he has never been delinquent in his dues, or never failed to be first in everything. It was men like Lawson that kept the Brotherhood's banner waving.

Brother and Sister Lawson are both faithful members of the NAACP. Sister Lawson is a faithful church worker and holds membership in many clubs. She plans to give more time to her church and work in civic organizations.

Brother Lawson, known among his friends as "Ike," plans to take a long rest and do some fishing when the weather breaks.

May the rising tide of prosperity bring to Brother and Sister Lawson good health and happiness for years to come.

RIOT PANEL REPORT

(Continued from Page 6)

ing the Equal Employment Opportunity Commission by giving it power to issue "cease and desist" orders similar to the enforcement authority of the National Labor Relations Board and other federal regulatory agencies.

The commission pointed out that firm assurances must be given that employers will not dismiss existing workers in order to hire trainees.

WAGES: "Public employers should be required to pay on-the-job trainees not less than the minimum wage or the prevailing wage in the area for similar work, whichever is higher," the commission said.

"The recent increases to $1.60 per hour yields an annual wage only slightly above the poverty level and then only for those employed full time. As an alternative, we recommend consideration be given to an experimental program of wage supplements or other methods of achieving the same income goals."

EDUCATION: [illegible] stressed the failures of the inner-city schools and the need for intensive programs to compensate for a disadvantaged home life.

It saw no conflict between pressing for school integration and upgrading the quality of ghetto schools where, for the years immediately ahead, most Negro children will be educated.

It asked a large-scale expansion of the Teacher Corps, extension of early childhood education "to every disadvantaged child in the country," federal funding of year-round compensatory education programs, more adult basic education, stronger vocational training and other programs whose needs have long been recognized.

The report recognized the vast increase in federal spending for education in recent years and said that the new programs furnish a sound base on which to build. But still more must be done, the commission insisted.

WELFARE: "Drastic reforms" were urged in a public welfare system which, the commission said:

- Exclude large numbers of needy persons because they are "neither aged, handicapped nor the parents of minor children."
- Provides, for those included, "assistance well below the minimum necessary for a decent level of existence, and imposes restrictions that encourage dependence on welfare and undermine self-respect."

As an immediate effort, the commission proposed:

- Uniform national standards of assistance at least up to the Social Security Administration's "poverty level" of $3,335 a year for an urban family of four.

(Continued on Page 8)

NEWS FROM THE BROTHERHOOD DIVISIONS

REQUIEM MASS CELEBRATED FOR ARMY OFFICER

Requiem mass for Lieut. Col. Bernard D. Thompson, 40, was celebrated at Holy Name Catholic Church. The reading of the rosary was held the night before.

A procession to Los Angeles International Airport followed where the lieutenant colonel's body was placed aboard an aircraft and transported to San Francisco for burial with full military honors in a national cemetery.

The lieutenant colonel was a life-long resident of the Crenshaw area and was the son of Brother and Sister L. B. Thompson. He attended the local elementary schools and graduated from Dorsey High School. His father is the secretary-treasurer of the Brotherhood's Los Angeles Division.

Lieutenant Colonel Thompson distinguished himself as one of the nation's top helicopter pilots and served as pilot for Vice President Hubert Humphrey for three years before volunteering for Vietnam duty in September, 1967.

He was the holder of numerous combat citations, including the Oak Leaf Cluster for his service during the Korean conflict.

Colonel Thompson, a 20-year Army veteran was in command of helicopter operations in the Mekong Delta area at the time of his death.

He was killed by the Viet Cong during the assaults on cities and American bases near Long Binh. He was not flying at the time, Army officials said.

Colonel Thompson is survived by his parents; his widow, Virginia; four children and a brother, Eugene.

The Thompson family and Vice President Hubert Humphrey. Standing, left to right, are Maxine, Mrs. Thompson, Colonel Thompson, Vice President Humphrey, Philip, Michael and Bernard D. III.

NEW YORK

Our beloved brother, Harry A. Rock, departed this life on March 25, 1968. Brother Rock lost his life in an auto accident. He was born in Brooklyn, N.Y. on October 13, 1891 and was educated in the public schools there. He was the son of Gus and Ella Rock.

He was united in a happy marriage to Anna Belle Saunders in 1916, who preceded him in death in 1962. There were no children born to this union but they adopted two children, Helen Rock and Harry Rock.

Brother Rock entered the service of the Pullman Company November 21, 1923 and retired in 1959. He was devoted to the cause of organized labor and served the Brotherhood long and well.

He was a life member of the New York Division Executive Board, and for nearly forty years he was chairman of the Sick Committee where his services were distinguished by integrity and devotion to duty.

He was a faithful and devoted member of Mother AME Zion Church and the Masons.

The sudden passing of Brother Harry A. Rock was a great shock to all who knew him. He was fair, sympathetic, and always sought to do his duty honorably and justly. His loss is one which will be difficult to overcome.

He is survived by a daughter, one sister, five nieces and a host of friends.

PITTSBURGH

Congratulations are extended to Brother W. C. Stallworth who retired February 5, 1968 after approximately 43 years of faithful service to the Pullman Company.

He was employed by the Pullman Company at Pittsburgh on February 17, 1925 and served well in every classification of service the company had to offer the traveling public.

Brother Stallworth joined the organization on September 20, 1932, and has held offices by election, re-election and appointment since 1934. He was a member of the local Grievance Committee at the time of his retirement. He was loyal, industrious and self-sacrificing. Of all the members of his local division, he tried harder to interpret the wishes of the men he led and served. Everyone did not agree with him at all times, but in the long run what he said and did turned out to be in the best interest of his fellow workers.

He was one of the strong pillars in the building and maintaining of the Pittsburgh Division. During his entire membership in the Organization, he was never disciplined by the Pullman Company for any violation of service rules.

Here's wishing him and his lovely wife good health, long life and happiness in his retirement.

W. C. Stallworth

BALTIMORE

It is with deep regret that we announce the passing of Brother Charlie M. Daniels, former president of Local 12. Brother Daniels fell rather suddenly in the bathroom on Thursday, February 29, 1968.

He had been off from work for quite some time following a heart attack a year or so ago. He was in the process of securing his retirement.

For the past few months it seemed that Brother Daniels was getting along fine. Of course, all of the members of Local 12 knew that Brother Daniels was never one to complain. He would always say: "Oh! I'm doing fine, could be doing worse." So one never knew how bad he was feeling.

Brother Daniels was a pioneer member of the organization. So we say farewell to a great co-worker, wonderful friend and a former leader of our local. We miss you so much "Dan." The memory of you, Dan, is like a thing of gold that won't dull or tarnish or grow the least bit old.

NEW ORLEANS

When the famous Illinois Central Panama Limited Train backed into Union Station on Sunday morning, December 31, 1967, Brother Isiah Lawson of the New Orleans Division had completed 44½ years of service as a Pullman porter.

Brother Lawson had been running on the Panama for a number of years and was well known and liked by all of the Illinois Central officials. When he stepped off the train, he was surprised to find his lovely wife, Carrie Lawson, a number of his co-workers and Superintendent O'Neill on hand to greet him and wish him many happy years of retirement. It was quite some time before Brother Lawson was able to leave the station because of the many well wishers, including railroad officials, shaking hands with him and wishing him health and happiness in his retirement.

Mrs. Lawson invited a large number of Lawson's friends to their house for breakfast. When the crowd reached their home on North Tonti Street, they were served a delicious breakfast which was prepared by Mrs. Lawson and her niece, Mrs. E. H. Simon. This breakfast will long be remembered by everyone present because it was held in that old Brotherhood spirit of years ago.

Brother Lawson has been a member of the local executive board for many years. He joined the Brotherhood in the early days when the Organization's future was black, and he has never been delinquent in his dues, or never failed to be first in everything. It was men like Lawson that kept the Brotherhood's banner waving.

Brother and Sister Lawson are both faithful members of the NAACP. Sister Lawson is a faithful church worker and holds membership in many clubs. She plans to give more time to her church and work in civic organizations.

Brother Lawson, known among his friends as "Ike," plans to take a long rest and do some fishing when the weather breaks.

May the rising tide of prosperity bring to Brother and Sister Lawson good health and happiness for years to come.

RIOT PANEL REPORT

(Continued from Page 6)

ing the Equal Employment Opportunity Commission by giving it power to issue "cease and desist" orders similar to the enforcement authority of the National Labor Relations Board and other federal regulatory agencies.

The commission pointed out that firm assurances must be given that employers will not dismiss existing workers in order to hire trainees.

WAGES: "Public employers should be required to pay on-the-job trainees not less than the minimum wage or the prevailing wage in the area for similar work, whichever is higher," the commission said.

"The recent increases to $1.60 per hour yields an annual wage only slightly above the poverty level and then only for those employed full time. As an alternative, we recommend consideration be given to an experimental program of wage supplements or other methods of achieving the same income goals."

EDUCATION: [illegible] stressed the failures of the inner-city schools and the need for intensive programs to compensate for a disadvantaged home life.

It saw no conflict between pressing for school integration and upgrading the quality of ghetto schools where, for the years immediately ahead, most Negro children will be educated.

It asked a large-scale expansion of the Teacher Corps, extension of early childhood education "to every disadvantaged child in the country," federal funding of year-round compensatory education programs, more adult basic education, stronger vocational training and other programs whose needs have long been recognized.

The report recognized the vast increase in federal spending for education in recent years and said that the new programs furnish a sound base on which to build. But still more must be done, the commission insisted.

WELFARE: "Drastic reforms" were urged in a public welfare system which, the commission said:

- Exclude large numbers of needy persons because they are "neither aged, handicapped nor the parents of minor children."
- Provides, for those included, "assistance well below the minimum necessary for a decent level of existence, and imposes restrictions that encourage dependence on welfare and undermine self-respect."

As an immediate effort, the commission proposed:

- Uniform national standards of assistance at least up to the Social Security Administration's "poverty level" of $3,335 a year for an urban family of four.

(Continued on Page 8)

LADIES AUXILIARY

Brotherhood committee which helped to make the Labor Day program in Pittsburgh a success. Brother W. C. Stallworth is shown greeting the members. Standing, left to right, are Sister A. Howell, Brother Stallworth, Sisters L. Jackson, L. Stallworth, E. Yarborough, M. S. Bryant, M. Washington and L. B. Evans. Seated, left to right, are Sisters Estelle H. Blanks and Florence Ball Jones.

PITTSBURGH

On Labor Day, International President A. Philip Randolph received the Pittsburgh Catholic Diocese Award as the outstanding individual in labor for the year of 1967. In accepting the award President Randolph stressed the importance of strengthening and deeping the alliance of the civil rights and labor movements.

The affair was held in the Civic Arena in Pittsburgh and we marched from Fourth Avenue and Grant Street to the arena. Both sides of the streets were lined with cheering crowds as we marched.

It was truly a day to remember.

DALLAS

The Auxiliary held their annual Christmas dinner in the lovely home of Brother and Sister Eugene Berry. The entire house was beautifully decorated for the occasion.

Members, their husbands and guest enjoyed a program which was arranged by our program committee chairman, Sister Blannie Wills.

Sisters Bettie Thompson and Kizzie Mae Childs took charge of the gift exchanging. We had a beautiful tree loaded with gifts.

A most delicious turkey dinner with all the trimmings and a drink of your choice was prepared and served by the Social Committee. Sister Lula Lewis was chairman of the committee and Sister Mattie Brooks was co-chairman.

Sister Berry's house guest for the occasion were her sister, Mrs. Bernice Lee and Mrs. Mabel Mosely. Both of these ladies hail from Houston.

Everyone enjoyed a lovely evening.

Expressions of sympathy are extended to the following members who have lost loved ones: Brother and Sister S. H. Luckey and Sisters Twille Williams, Ollie Miller, Oneida Nelson and Blannie Wills.

A speed recovery is wished for everyone on our sick list.

The Auxiliary is looking forward to another year of progress and happiness and we wish the same for our international officers and brothers and sisters everywhere.

A. PHILIP RANDOLPH, Editor
Brotherhood of Sleeping Car Porters (AFL-CIO/CLC)
217 W. 125th St., Suite 301
New York 27, N. Y.

NEW YORK

The Auxiliary presented their Negro History Week Program on Sunday, February 11, 1968 in the Brotherhood Auditorium.

This is an annual affair and we do wish each brother and sister would make a special effort to be present and bring their friends with them. We can't begin to tell you what you are missing.

Our program speaks for itself. The Negro National Anthem was sung by the audience. The invocation was delivered by Estelle Mack. A selection was rendered by the St. Matthew Young Adult Choir under the direction of Mr. Victor Willis. Then our advisor, Brother B. F. McLaurin, made a few remarks. A solo was rendered by Mr. Reginald B. Jackson.

Mr. Robert Johnson then spoke on the topic of the Negro in Sports Today. He really gave us the history of the Negro in sports. It was a delightful talk.

Our guest speaker was Mrs. Portia Waldon, director of the Pupil Incentive Program of the NAACP. In her talk she stressed the point what we as nonprofessions could do to help the slow achieving student's interest level so that the student may be inspired to achieve a higher scholastic rating. She said volunteer work is much needed in this field.

Brother McLaurin was called upon again to make a few remarks and also our first vice president, Sister Claudia Goodson

Sister Goodson did a beautiful job in helping to prepare all the tables for the serving of refreshments. Our president, Sister Elizabeth Lucas, was vacationing in Florida. Our co-chairman of the affair was out of town due to illness in her family. Sister Lilla Huston was at her post of duty and perform a magnificent job. Sister Thelma Smith served as mistress of ceremony.

All the members worked very hard to make this affair a success.

RIOT PANEL REPORT

(Continued from Page 7)

- Requiring all states to permit aid to families with both a father and mother in the home, "thus aiding the family while it is still intact."
- Increasing incentives for seeking employment and job training, but lifting restrictions enacted by Congress that would compel mothers of young children to work.
- Removing the freeze placed by Congress on the percentage of children in a state eligible for federal assistance.

As a long-range goal, the commission recommended efforts to develop a national system of income supplementation "based strictly on need."

HOUSING: "After more than three decades of fragmented and grossly unfunded housing programs, nearly 6 million substandard housing units remain occupied in the United States," the commission reported.

It outlined a series of new and expanded programs designed to combine public and private resources to build and rehabilitate 6 million housing units for low and moderate income families within the next five years, starting with 600,000 units during the coming year.

It called on Congress to enact "a comprehensive and enforceable federal open housing law to cover the sale or rental of all housing, including single family homes."

It urged that more low and moderate income housing be built outside of ghetto areas, called for expansion of rent supplements and of the model cities program.

COST: The commission did not attempt to put a price tag on its program recommendations but acknowledge that it would be costly.

Not every statement or recommendation in the huge report expressed the views of every one of the 11 commissioners but the agreement on the main emphasis was so complete that there were no dissent to the report.

Members of the Dallas Auxiliary in attendance at the annual Christmas dinner. Standing, left to right, are little Miss Janie Lane, Sisters Mattie Brooks, Reather Luckey, Betty Thompson, Twille Williams, Lula Lewis, Elizabeth Berry, Jimmie Lane, Ersel Dorsey, Kizzie M. Childs and Blannie Wills. Seated, left to right, are Sisters Oneda Nelson, Carrie Willie, Corneda Henry and Mattie Griffin.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
Colored Locomotive Firemen

1941-~~[illegible]~~-51
&
undated

Firemen

AGREEMENT
between

The Southeastern Carriers' Conference Committee
representing the
Atlantic Coast Line railway Company
Atlantic & West point railroad Company and western
Railway of Alabama
Atlanta Joint Terminals
Central of Georgia Railway Company
Georgia Railroad
Jacksonville Terminal Company
Louisville & Nashville Railroad Company
Norfolk & Portmouth belt Line Railroad Company
Norfolk Southern Railroad Company
St. Louis & San Francisco Railroad Company
Seaboard Air Line Railway Company
Southern Railway Company (including State University
Railroad Company and Northern Alabama Railway Company)
The Cincinnati, New Orleans and Texas Pacific
Railway Company
The Alabama Great Southern Railroad Company (including Woodstock and
Blocton Railway Company and Belt Railway Company of Chattanooga
New Orleans Terminal Company
New Orleans and Northeastern Railroad Company
Georgia Southern and Florida Railway Company
St. John River Terminal Company
Harriman and Northeastern Railroad Company
Cincinnati, Burnside and Cumberland River Railway Company
Tennessee Central Railway Company
and the

BROTHERHOOD OF LOCOMOTIVE FIREMEN & ENGINEMEN

(1) on each railroad party hereto the proportion of non-promotable firemen, and helpers on other than steam power, shall not exceed fifty percent in each class of Service established as such on each individual carrier, This agreement does not sanction the employment of non-Promotable men on any seniority district on which non-Promotable men are not now employed.

(2) The above percentage shall be reached as follows:
  (a) Until such percentage is reached on any seniority district only promotable men will be hired.
  (b) Until such percentage is reached on any Seniority district all new runs and all vacancies created by death, dismissal, resignation or disqualification shall be filled by promotable men. A change in the starting time of the same run or job will not be considered as constituting a new run.

(3) Except as provided in Items (2a) and (2b) men now holding Seniority as firemen, or helpers on other than steam power, shall be permitted to exercise seniority in accordance with their seniority and the rules of their respective schedules.

(4) It is understood that promotable firemen, or helpers on other than steam power, are those who are in line for promotion under the present rules and practices to the position of locomotive engineers.

(5) It is understood and agreed that on any road having, in the opinion of its B. of L. E. & E. Committee, more favorable rules or conditions than above stipulated, such rules and conditions may at the opinion of such committee be retained in lieu of the above provisions.

(6) All persons hereafter hired as firemen shall be required, in addition to showing, in the opinion of the managament, reasonable proficiency, to take within stated periods to be fixed by the Management, but in no event to extend over a period of more than three years, two examinations to be prepared by the Management and to be applied to all alike to test their qualifications as firemen. A fireman failing to pass either examination shall have a second trial within three months.

Firemen hereafter hired declining to take or failing to pass either of the examinations provided for in the preceeding paragraph shall be dropped from the service.

Promotable firemen who pass the two examinations above referred to shall be required to take an examination for promotion to the position of engineer when they have had three and not more than four years of actual service. Upon passing such promotional examination and meeting all the requirements established by the carrier for the position of engineer, they shall, when there is need for additional engineers, be promoted to such position, and will establish a seniority date as engineer in accordance with the rules contained in the agreement on the individual railroads.

When rules for conduct of examination for promotion are included in current schedules, such rules shall apply. In the absence of such rules firemen failing to pass will be given a second trial within a period of three months and if they fail to pass on the second trial will be a third trial within a period of three months.

Promotable firemen now in the service physically qualified, who have not heretofore been called for examination for promotion, or who have not waived promotion, shall be called in their turn for promotion. When so call should they decline take such examination for promotion or fail to pass as herein provided, they shall be drooped from the service.

(7) It is expressly understood that in making this agreement representatives of the employees do not waive and are in no way prejudiced in the right to request agreement on the individual

carriers here represented which will restrict the employment of helpers on other than steam power to promotable men; and it is agreed that this question is to be negotiated to a conclusion with the individual carriers.

(8) This agreement shall become effective February 22, 1941

Signed at Washington, D. C., this 18th day of February, 1941.

For the Carriers:	For the Employees:
SOUTHEASTERN CARRIER'S CONFERENCE COMMITTEE.	BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN
C. D. MacKay-Chairman	D. B. Robertson-President
C. D. MacKay H. A. Benton C. G. Sibley Committee Members	BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN'S Committee
	W. O. Metcalfe-Chairman

AGREEMENT

BETWEEN

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Atlantic & West point railroad Company and Western
Railway of Alabama
Atlanta Joint Terminals
Central of Georgia Railway Company
Georgia Railroad
Jacksonville Terminal Company
Louisville & Nashville Railroad Company
Norfolk Southern Railroad Company
St. Louis & San Francisco Railroad Company
Seaboard Air Line Railway Company
Southern Railway Company (including State University
Railroad Company and Northern Alabama Railway Company)
The Cincinnati, New Orleans and Texas Pacific
Railway Company
The Alabama Great Southern Railroad Company (including Woodstock and
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New Orleans Terminal Company
New Orleans and Northeastern Railroad Company
Georgia Southern and Florida Railway Company
St. John River Terminal Company
Harriman and Northeastern Railroad Company
Cincinnati, Burnside and Cumberland River Railway Company
Tennessee Central Railway Company
and the

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	W. O. Metcalfe-Chairman

Locom Firemen

RESOLUTION RE: COLORED LOCOMOTIVE FIREMEN

Whereas, a condition presently exists whereby large numbers of American citizens are unemployed, and this condition is emphasized and rendered more acute among those of African descent by reason of race prejudice and job discrimination on the part of employers and certain unions; and

Whereas, Congress in the exercise of its Constitutional power to regulate interstate commerce and for the purpose of avoiding any interruption thereto did pass and enact the Railway Labor Act of 1926, as amended by Laws of 1934, providing for the prompt and orderly settlement of disputes by conferences between representatives of the carriers and representatives selected and designated by the majority of the employees of such carriers; and

Whereas, on February 18, 1941, eff. February 22, 1941, a contract, known as the "non-promotable" contract was entered by and between certain carriers through their representatives and the Brotherhood of Locomotive Firemen and Enginemen, which assumed to act under and by virtue of the Railway Labor Act as sole bargaining representative for all employees of that class employed by the carriers represented, wherein and whereby, both as to provision and effect, Colored Firemen long employed on such Railroads are to be ousted from jobs in which they have acquired certain vested property and contract rights of seniority, pension, and promotion, and which closes the door of opportunity for further employment to them; and

Whereas, to prevent discrimination and to assure the utilization of all available manpower and resources in this period of national emergency, the President of the United States, by Executive Order, dated June 25, 1941, stressed the duty of labor organizations and employers to provide for full and equitable participation of all workers in defense industries, and reaffirmed the policy of the United States against discrimination in employment in defense and government industries because of race, creed, color or national origin; recognizing that Railroads are of paramount importance in any defense program and that arbitrary dismissal of experienced employees at this time is against the best interest of the country; and

Whereas, it appears that Colored Firemen are barred by Constitutional Provision from becoming members of the Brotherhood solely by reason of their racial identity, and that consequently they had no voice in the selection or designation of the Brotherhood as their representative, and that such Colored Firemen received no notice of the contemplated conference, nor were they given an opportunity to be represented therein by a representative wholly or partly of their own choosing; and

Whereas, such deprivation has resulted and will result in great hardship to the Colored Firemen and amounts to a confiscation of their entire means of livelihood without notice or an opportunity to be heard in their own behalf contrary to the purpose and intent of the Act, in opposition to established Constitutional principles and the American tenents of justice and fair play; making it impossible, if such contract stands, for Colored Firemen to provide for their families; and

Whereas, Colored Firemen are an economically weak and helpless minority unable to obtain adequate redress; and the condition referred to creates a source of friction, dispute and potential interruption of interstate commerce; therefore, be it

Resolved, that a committee be appointed to investigate the condition of the Colored Firemen, and that such committee or any duly authorized subcommittee thereof be authorized and directed to make a full and complete study and investigation including in its study the "non-promotable" contract and the circumstances surrounding and leading to the entering thereof. The committee shall report to the Senate at the earliest practicable date, the results of its investigation, together with its recommendations, if any, for any necessary legislation.

For the purposes of this resolution the committee, or any duly authorized subcommittee thereof, is authorized to hold such hearings, to sit and act at such times and places during the sessions, recesses, and adjourned periods of the Seventy-seventh and succeeding Congresses, to employ such clerical and other assistants, to require by subpoena or otherwise the attendance of such witnesses and the production of such correspondence, books, papers, and documents, to administer such oaths, to take such testimony, and to make such expenditures as it deems advisable.

The cost of such stenographic services to report such hearings shall not be in excess of 25¢ per one hundred words. The expenses of the committee, which shall not exceed $, shall be paid from the fund of the Senate upon vouchers approved by the Chairman.

RE: Colored Locomotive
Firemen

Basis of Jurisdiction of Fair Employment Practice Committee

In presenting the problems of any group the first question to be considered is that of this Committee's jurisdiction and the basis therefor.

June 25, 1941, the President of the United States issued Executive Order 8802, which after reaffirming the policy of the United States "that there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color or national origin" and declaring the duty of employers and labor organizations---to provide for the full and equitable participation of all workers in defense industries without discrimination because of race, creed, color or national origin: Ordered, 2. All contracting agencies of the government to include in all defense contracts thereafter negotiated by them a provision obligating the contractor not to discriminate against any worker because of race, creed, color, or national origin.

The Railroads have contracts of carriage with the government of the United States both as to defense materials and men. As such they are subject to these provisions. If precedent were needed the act of the government in taking over the Railroads in World War I, would seem too sufficient to indicate that they are essential to defense.

The act of the President in ordering McNear's Railroad taken over, indicates also how essential railroads are to defense.

The opinion of the General Counsel of the Office of Production Management, Mr. John Lord O'Brian, holds that "any carrier, whether interstate or local, which contracts formally in writing to carry troops or equipment holds a defense contract and is subject to the obligations imposed upon defense contractors by section two of the executive order." Further, that common carriers---such as railways operating in interstate commerce, are included in the meaning of the term "defense industries" as used in the Order.

In view of the above there can be no doubt that the Committee has power to investigate the conditions below of which the Provisional Committee to Organize Colored Locomotive Firemen, complains. The Provisional Committee represents approximately one thousand colored firemen.

Facts

Colored Locomotive Firemen engaged on the varaous Southern railroads are being displaced by the white Firemen because of agreements by and between the Brotherhood of Locomotive Firemen and Enginemen, and as a result of the introduction in service of mechanical improvements which they are denied the opportunity of learning to operate. They are being dispossessed of their hiring rights and their seniority rights are disregarded by wage and extra agreements and confidential memoranda between the Railroads and the Brotherhood Locomotive Firemen and Enginemen.

When deisel engines are placed in service on runs held by colored firemen they are removed and their jobs taken by white firemen, their juniors in point of service and experience. The same is generally true of stokerized engines. The right of seniority, which really represents an employees bonus for long and faithful service entitling him to preference in runs, and to those assignments made less hazardous because of mechanical improvements, is practically worthless. Colored locomotive firemen are allowed only to exercise their seniority rights on steam engines and against other colored firemen. This means as a practical matter that when a colored locomotive fireman is displaced a job for colored firemen is lost. If he himself is not cut off directly he has to exercise his seniority against another colored firemen and so on down the line, until at the bottom a job is lost to the colored worker and one gained to the white. Multiply this example and you have today's problem. Bear in mind also that the Negro is not admitted to membership in the Brotherhood of Locomotive Firemen and Enginemen solely because of his racial origin and identity.

The seriousness of this situation can be appreciated when we realize that fairly large numbers of deisel engines have been placed in service during the past few years, and that under the provisions of an order of the Interstate Commerce Commission there will be few if any, of the old style locomotives in use after July 1, 1942. Will the colored locomotive fireman and the old steam engine go together to the scrap heap?

Background

Because this situation did not arise overnight it might be well to set forth some of the background. At one time colored workers comprised the vast majority of switchmen, brakemen, and locomotive firemen on on Southern roads. Before World War I, when the colored locomotive firemen had to shovel tons of coal each trip under adverse conditions in intense heat, with unequal pay, the job was not sought after. Then came the War and government operation with standard hous and equal pay. The returns of the roads to private ownership witnessed the abrogation of many contracts made by the Director-General of Railroads, and an increase in labor disputes. Unions entered the field to establish or perfect labor organizations, and it was during this period also that colored locomotive firemen were beaten, intimidated and even shot out of the cabs of their engines.

The Transportation Act of 1920, was designed to prevent labor disputes but proved ineffective. Then came the Railway Labor Act of 1926, as amended in 1934 and 1936, which had a two fold purpose; first, to prevent interruption to railroad operation and the continuity of commerce, and, second, to protect the worker in the exercise of his right to organize and to establish a procedure for collective bargaining. This Legislation is mentioned because it is under and by virtue of the Railway Labor Act that the Board of Locomotive Firemen and Enginemen, today assumes to act as sole bargaining agent.

Causes:

The causes of this decline in jobs may be directly attributed to (1) secret and extra agreements and confidential memoranda of understanding between the carriers and the Brotherhood of Locomotive Firemen and Enginemen; and (2) the introduction of mechanical improvements by the carriers in their drive for economic sufficiency and as a result of the order of the Interstate Commerce Commission above referred to.

There is no quarrel with number (2) above save that as a result of the agreements colored locomotive firemen are denied the opportunity of learning to operate the deisel engines. To them the technological advance is symbolized by further job losses.

Although the books of rules and regulations which these colored firemen still hold provide for recognition of seniority rights, even when electric or other power be installed, in practice it is a dead letter.

(See Seaboard Agreement of 1924, between Seaboard Air Line Railway Company and Brotherhood of Locomotive Firemen and Enginemen, Article 10, pp. 19, 25, Article 11, Sec. 3, p.23, Revised Agreement of 1924 with the Atlantic Coast Line, p. 21. These willbe offered in evidence). The Committee will note that for the most part these contracts provide for a fifty per cent employment division between the white and colored firemen. While exact figures are not obtainable it is fair to say that not over two of the road if that many members of the Southeastern Carriers Conference Committee, have such a percentage. Since that time without notice to or the knowledge of the Colored Locomotive Firemen there have been other agreements.

"The Non-promotable" Contract - A brief analysis

This contract is a clear example of what is meant. On February 18, 1941, effective February 22, 1941, a contract was entered by and between the Southeastern Carriers Conference, representing certain southern railroads, and the Brotherhood of Locomotive Firemen and Enginemen. A copy of this contract is attached and marked Exhibit "A".

The contract provides, among other things that "The proportion of non-promotable firemen, and helpers on other than steam power shall not exceed fifty per cent,"--and points out that "This agreement does not sanction the employment of non-promotable men on any seniority district on which non-promotable men are not now employed."

In asking who are non-promotable men, it is well to consult section, 4, of the agreement which declares, "It is understood that promotable firemen, or helpers on other than stem power, are those who are in line for promotion under the present rules and practices to the position of locomotive engineers."

By custom and even, in many instances, by rule Negroes are not allowed to become engineers. Indeed the Seaboard Agreement referred to provides"--and it is further understood that from the white firemen's roster there will be promoted the senior firemen to engineers.

Only firemen in line of promotion can exercise the right to bid on hostler positions." P. 24

The provision of the agreement above referred to established a ceiling but no basement for the percentage of non-promotable firemen employed. At the same time it excludes the possibility of employment of non-promotable (colored) men in new areas. Vacancies occurring will be filled by promotable men, and only promotable men will be hired until this percentage is reached, Sec. 2. The Brotherhood reserves the right to retain existing rules and conditions on any road if in its opinion the same are more favorable.

And then comes the rather vicious section 7, "It is expressly understood that in making this agreement representatives of the employees "(Brotherhood)" do not waive and are in no way prejudiced in the right to request agreement on the individual carriers here represented which will restrict the employment of helpers on other than steam power to promotable men and it is agreed that this question is to be negotiated to a conclusion with the individual carriers." This contract on its face is fraudulent and discriminatory against the rights of Negro Firemen. By the language of the Agreement the Brotherhood reserves the right to eliminate the colored firemen.

The Colored Locomotive Firemen had no part in the agreement nor even notice of the negotiation thereof. Under their agreements, of which the Mobile and Ohio Railroad Company and the Seaboard are typical it is provided that wherever electric or other power is substituted by steam locomotive firemen shall be given preference for the positions as firemen or helpers. See Seaboard p. 23, Mobile p. 35.

We have no way of knowing how the question has been negotiated or how many secret agreements have been made pursuant to this or other provisions, but it is significant that on these roads colored locomotive firemen are not operating deisel engines.

There are two other methods by which colored firemen are displaced. One is by the posting of notices of vacancies in places where only whites can see them. As, for example, white waiting rooms or rest-rooms in the South. Or even definitely limiting the open positions to whites. Sec. exhibits "B" and "C" , hereto annexed, the same being bulletins 59, 60 posted by the Seaboard Air Line Railway Compny. Note that the dates are after the issuance of Executive Order 8802.

Another method is by suddenly cutting off a colored locomotive fireman or placing him on the extra board because of so-called percentage. The fireman is notified that because of the percentage he is cut off. There is no way for the colored fireman to check the percentage or to appeal. He is referred to the chairman of the grievance committee of the Brotherhood. The Brotherhood of Locomotive Firemen and Enginemen has what amounts to a virtual monopoly, and is considered the accredited bargaining representative under the Railway Labor Act. Can it for one moment be believed that this organization will honestly and fairly represent a Negro when it denies him membership solely because of his race and color? Remember also that such a complaint would result in displacing the member white fireman place in the job.

Cases and Examples

The problem and causes have been discussed in rather general language. Let us look at specific examples.

Take Case A, a fireman employed in Rocky Mount, North Carolina and may I say that the actual names are available to the Committee, this man began working for the Atlantic Coast Line Railroad in 1918. In April, 1941, a deisel engine was placed on his run. He remained for a few days then was shifted and his run given to a white fireman fifteen years his junior. He shifted to a passenger engine and later was thrown out of that job because of the placing in service of a deisel engine about July, 1941. He found work as a regular on a freight run in the Fayetteville District during the past Winter.

Case B, a fireman for thirty years and senior on his district. He is not allowed to operate a deisel engine. At the time of his report to us there were only three steam engine runs in his district. In a short time there will be no runs on that district of the Atlantic Coast Line for Colored Locomotive Firemen.

Case C, began working for the Atlantic Coast Line August, 1912. A deisel engine was put on his run and his place taken by a junior white fireman who entered the service in 1912.

Case D, began working as a fireman February, 1913, for the Atlantic Coast Line. Displaced because a deisel was placed in service and run given to a white fireman who began working December, 1919. Told that his job then became a white man's job.

Case E, worked from 1919-1926, as extra fireman for the Seaboard Air Line Railway Company (hereinafter referred to as S.A.L. Railway Company). Since 1926 he worked as regular fireman. A deisel engine was put in service on his run in May or June, 1941, and E was displaced. He was told that only promotable men were wanted.

The deisel engine is a little heavier on the drivers and generally offers more pay. In addition the work is easier and less hazardous. It is to be noted that in each of the cases cited the fireman displace had to exercise his seniority against another colored fireman regardless of his years of service as compared to that of the white fireman. That could only mean that some colored fireman lost a job or was placed on the extra board. Another fact to be considered is that when a man is displaced it means in many instances that he has to bread up his home and go elsewhere to find work. The run obtained may be broken, the hours irregular and the pay much less.

Case F, His seniority on the Seaborad Air Line Railway Company dates from February, 1919. A deisel engine was put in service April 1940, and F shifted displacing another Negro. His run was taken by a white fireman whose seniority dates from 1921.

Case G, illustrates how at the bottom of the line a colored fireman loses a job. G. began working for the Atlantic Coast Line in January, 1920. He was displaced by another colored fireman who entered service in 1918. H, as we shall call him, had been displaced by another colored fireman, I, who entered the service in 1915. A deisel engine had been put on I's run and given to a white fireman who entered service in 1925. G therefore displaced J in June 1941, and at last report J was without work. If he has worked since that time it was on the extra board.

Case K, began work July, 1922, on Atlantic Coast Line. He was placed on the extra board November, 1941, and his run given to a junior white fireman. His earnings fell from two hundred ($250) fifty dollars to one hundred ($120) twenty dollars per month.

Case L, of the Seaboard, began working in 1924. In July, 1941, a deisel engine waw placed on his run and a white fireman giventhe job. This man had to move to another city and succeeded in obtaining work on a steam engine.

Case M, a yard fireman, began working for the Seaboard September, 1923, Deisel engine placed in service September, 1941, and a white fireman assigned to it. He was given a slip and had to leave home to find work. He was told that he could exercise his seniority on a steam engine.

Case N, Employed as a fireman on Atlantic Coast Line, displace March 4-5th, 1942 on account of deisel engine. Place taken by junior white fireman.

In our files are many cases of men working irregularly because of the so-called percentage rules. In our investigation we were told repeatedly by the colored firemen that although new white firemen were being hired continually, now new Negro firemen were being employed. Large numbers of those cut off in years past have not been recalled. Some who have been recalled are on the extra board while junior white firemen have regular employment.

The cases cited are only a small percentage of the actuarl number. They show also a course of conduct designed to eliminate the colored fireman. The attached copies of Bulletins 59, 60 indicate that the agreement, Exhibit A, is being carried out. That, contrary to the Executive Order, there is discrimination in employment on interstate railroads which are, in the fullest sense, defense industries.

While two railroads have been cited we have been informed that the same is happening on the others. We have talked with the firemen and the problem in acute.

Before emphasizing the need for action by the Committee let us look at some of the possible remedies:

A. Application to the Railroad Adjustment Board.

This necessitates compliance with the Railway Labor Act and the handling of the matter "in the usual manner up to and including the chief operating officer designated to handle such disputes: and then referring the same by petition to the appropriate division of the Railroad Adjustment Board. "Title 45, U.S.C.A., Section (1).

As a practical matter complaints made to the railway officials may meet with several possible receptions. In one instance the complaint was returned and the sender directed to file it with the chairman of the local grievance committee of the Brotherhood. This man could hardly be expected to honestly represent the organization which caused the grievance and the person aggrieved.

In another instance the first officials to whom the complaint was made did not reply. When a later complaint was made to the Supreintendent a letter was received by way of reply stating that the man had been given the usual formal hearing. The man insists that he had no hearing. A request for minutes has been ignored.

Sometimes the officials do not answer at all.

If the case reaches the Railroad Adjustment Board it may refuse to hear it on the alleged ground of no jurisdiction. This happened in the case of Ed Teague, employed by the Gulf, Mobile and Ohio Railroad. It is also well to remember without any reflection being intended that under the provisions of the Railway Labor Act the Railroad Adjustment Board is composed of thirty-six members, eighteen selected by the carriers and eighteen by labor organizations national in scope. The salaries of each are paid by the group which selects them.

An excerp from the "Inquiry of the Attorney General's Committee on Administrative Procedure Relating to the National Railroad Adjustment Board." Compiled by Harry E. Jones, Executive Secretary, Eastern Committee for the National Railroad Adjustment Board, Grand Terminal, New York City.

> "The serious question with respect to rejections by the Board of claims of individuals arises when the individuals who seek to assert their claims are for some reason ineligible to join the only union which would represent them. Such is the case, for example, with respect to some Negroes. The porters and dining car employees have their own organization. Some other organizations admit Negroes and still others will represent Negroes even though they are not admitted to membership. In the organizations, however, which do not represent them effectively in asserting their claims, the system works in such a way as to deny equal privileges. Some organizations have auxiliaries which colored employees may join. This scheme

affords to Negro workers the privilege of paying dues, but not the privilege of participating in the selection of officers or of the labor representatives who serve on the National Railroad Adjustment Board. Failing to maintain assemblance of equality between whites and blacks in respect of opportunity to participate in selection of representatives who serve on the Board and opportunity to have their own claims asserted effectively before the Board, opens to question the basic fairness of the system."

The National Mediation Board.

This Board may be requested to certify a union of colored locomotive firemen as the representative of the group. This not only demands complete organization under adverse condition where these men are frequently in fear of their lives, but there is doubt of recognition after organization. The Provisional Committee has accomplished much.

Arbitration.

That procedure is useless and hardly need be discussed.

Legislation.

There is a possibility of obtaining legislation under the Railway Labor Act to insure the right of minority representation. This idea is repugnant to any group interest in labor and is not the answer. It is fundamentally unsound. The life of the worker and the right of majority representation has made possible the existence of unions. Because one group abuses the privileges and safeguards erected by the law is no reason to destroy the law.

Legal Action.

There is a definite basis here for legal action. We have a breach of contract, breach of the fiduciary duty on the part of the union, abuse of power assumed under and by virtue of the Railway Labor Act, breach of a legal duty on the part of the employer, all the elements of a conspiracy for the carriers aided, abetted and conspired with the Brotherhood to destroy the rights of the colored firemen who are their employees. But we do not wish to enter a legal discussion as such. The major objection to this method is that of the attendant delay and expense before final adjudication. Before the Courts could dispose of the matter the firemen would have lost their jobs and lievlihood. Some prompt action is necessary and that can only come from the Committee here.

Again some may wonder why action isn't brought to compel the Union to admit these men to membership. A labor union being a voluntary association had, at common law, the power to exclude arbitrarily from membership anyone. This idea has developed and become potential power for obtaining monopolies, and restricting employment of qualified workers. Some states recognizing this have enacted legislation to prevent arbitrary exclusion. For example, see N.Y. Civl Rights Law, Sec. 43, 8 N. Y. Consolidated Laws, (McKinney, Supp. 1941, 43 Pas. Stat. Ann)(Pardon, 1941, sec. 211. 6 (1) (c). In the absence statute the courts will not compel a union to admit to membership a qualified applicant, the theory being apparently, that not malice but a desire for the betterment of its members motivates the exclusion. In this connection see, Miller vs. Ruehl, 166 Miss. 479, 2 N.Y.S. (2d) 394 (1938).

Such equitable relief as has been given has come when the unions refusal was considered "unreasonable", and has taken the form of enjoining the union from interfering with the employment of the complainant. Even then there are limitations.

> Dorrington vs. Manning, 135 Pa. Super. 194,4" .(2d) 886 (1939)
> Wilson V. Newspaper & Mail Deliverers' Union, 123 N.5.Eq. 347 (1938).

There are other questions of suit against the unions under the Federal anti-trust laws, but there we run into the cases of Apex Hosiery Co. v. Leader, 310 U. S. 469 (1940), and U.S. v. Hutcheson 312 U.S. 219 (1940).

Nature of the Right Sought to be Protected.

Again we wish to point out that we have no intention of embarking on a pure legal discussion for that would hardly seem appropriate. We do wish however, to examine briefly the nature of the rights involved.

While to some extent they involve the right of personal liberty, they are primarily rights of property in that they include rights of seniority, pension, and the individual contract of employment. The right of property is not a right created by statute, it is an absolute right entitled to protection by existing government and its agencies. The right to follow one's own calling has long been recognized as a property right.

Truax v. Raich, (1915) 239 U.S. 33
System Federation #40, etc., V. Virginian Railway Company
11 Fed. Supp. 621 (1935)
Ex Parte Wall, 107 U. S. 265 @ 289
Evans v. Louisville etc., Railway Company, Labor Law Service
60, 172

"Included in the right of personal liberty and the right of personal property- partaking of the nature of each - is the right to make contracts for the acquisition of property. Chief among such contracts is that of personal employment by which labor or other forms of property. If this right be struck down or arbitrarily interfered with there is a substantial impairment of liberty in the long established constitutional sense."

Although the case of Coppage V. Kansas, 236 U. S. 1 @ 14, arose under state law yet is its language appropriate.

This Committee should assume Jurisdiction and investigate.

These men are being eased out of their employment because of has virtually become a monopoly by the union and a closed shop. A group of loyal Americans, honest workers, are losing their jobs not because they refuse to join a union, but because they are black and the union refuses to admit them. They are working in a defense industry and are being discriminated against. The group to which our President appealed and to which he pointed out a duty to provide for full and equitable participation of all workers regardless of race, creed, or color, have ignored his request. They feel that they may disregard with impunity.

Time, speed and care on railroads are essential in this national crisis and it is contrary to the best interests of our country to arbitrarily and wrongfully dismiss experienced and capable employees. This will inevitably result in delay and the holding up of essential materials. The condition complained of in itself creates a source of friction, dispute and potential interruption to interstate commerce which should be eliminated. This can be done by the action of the Committee.

Aside from being contrary to the American sense of justice and fair play the situation is affected with a public interest not restricted to the immediate group affected. The picture presented is rotten and undemocratic. Relief can be afforded only by the prompt action of the Committee. This helpless minority is ithout adequate redress unless the Committee undertakes to aid it.

While we have stressed the defense aspect, there are other angles. Democracy is on trial as never before and thirteen millions of Negroes at last are beginning to realize that they have common cause each with the other. They know of this situation and the terrible injustice of it. An open clean-cut and fearless investigation in behalf of this defenseless minority would revive a faltering faith, re-establish a shaken belief.

While the cases cited have, in the main, dealt with conditions on the Seaboard Air line Railway and the Atlantic Coast Line, our information indicates that the same unhealthy situation exists on most if not all the railroads which are parties to the agreement designated and referred to as Exhibit "A". Certainly the facts set forth in the case of Ed Teague, plaintiff, versus Brotherhood of Locomotive Firemen and Enginemen, et al defendants , indicates that this is true of the Gulf, Mobile and Ohio Railroad. Something has to be done if these colored locomotive firemen are still to be able to earn a living.

In our opinion the facts presented warrant full and complete investigation by this Committee. It might be added also that this Committee is the only group which has the full power, resources and facilities for such an investigation.

May we respectfully request that all of these roads and the Brotherhood of Locomotive Firemen and Enginemen be brought in to explain these discriminatory practices.

To the possible argument that Negroes cannot operate deisel engines may we point out that the Florida East Coast Railway has all colored firemen on its deisel engines.

CLASSIFICATION OF SERVICE Fireman
DIVISION Bham
CITY Bham STATE ala

BROTHERHOOD OF SLEEPING CAR PORTERS

PROVISIONAL COMMITTEE
TO ORGANIZE
COLORED LOCOMOTIVE FIREMEN

DATE ENDING May 31 - 1945

DATE	NAME	ADDRESS	NO. OF MONTHS PAID	LAST MONTH PAID	INITIATION FEE	ASSESSMENTS PAID	TOTAL DUES PAID	AMOUNT TOTAL PAID	REMARKS
5/20	Sol. Reed	1608 Tallapoosa St	2	april			6 00	6 00	
"	C. L. Lockett	1133 Thomas St	1	april			3 00	3 00	
"	Nelson Davis	1016. 25. Pl do	1	april			3 00	3 00	
"	Robert. Rowe	930½ ave. a Gasden ala	2	may			6 00	6 00	
"	Fred. F. Greer.	4120-6 Cott do	3	Sept. 44			7 00	7 00	
"	a. J. Seymore	3915 12. ave do	2	may			6 00	6 00	
"	Tom. Rodgers	1537-Tallapoosa St	1	april			3 00	3 00	
"	Sam. W. Kennedy	1513 Brown ave [illegible] St	4	april			12 00	12 00	
"	Ed Perine	3457-31st Pl do	1	Jan			3 00	3 00	
"	W W Ross	1610 do Tallapoosa St	2	april			6 00	6 00	
"	Cleas. Kelley	4256 [illegible] ave	1	Sept			3 00	3 00	
"	John Townsed	611-109. St amory. miss	1	mar			3 00	3 00	
"	Brady. Spiory.	329-5th ave do	1	mar			3 00	3 00	
"	Robert S Harris	1514 Steffans ave [illegible]	1	mar			3 00	3 00	
"	Casey V. Dixon	409. 10th ave do	2	Jan			6 00	6 00	
"	Felix. Terrell.	725. 12th ave W		mar			3 00	3 00	
"	L. J. Easter	1103 1st St do		april			3 00	3 00	
	Jol Bastor	228 5 St West	1	mar			[redacted]	00	
							[redacted]	00	
		Total. bal	87	00			[redacted]	00	
		-- Sent aff	88	00					
		" Tax	5	00					
		Postag		25					
		Bal	4	75					

Casey V. Dixon Temporary Secretary
409. 10th ave do Bham. ala

Nº 4909

NAME Casey V. Dixon
SECRETARY-TREASURER C. L. Lockett

440

1057 Garnet St.
Regina, Sask. Canada.
Jan 29/51

Mr. A. Philip Randolph.
2 17 West 125th St.
New York 27.
New York.

Dear Sir.

Wm P Waters Jr. National News Editor of the Chicago Defender informs me you may be able to give me the following information:-

An article appeared in the Defender some time ago regarding a suit filed by the Colored firemen on certain railroads in the United States against the B of L F & E. I would like to know how it came out and if the boys made an progress in it, as I understand they were very badly dealt with.

I am a constant reader of the Defender and hope that it's efforts will bear fruit.

Thanking you in advance
Yours truly.
Jack McCallister

McC

February 15, 1951

Mr. Jack McCallister
1057 Garnet Street
Regina, Sask, Canada

Dear Sir and Brother:

In reply to your letter of January 29th inquiring as to the outcome of the fight in the courts in the interest of colored firemen against the Brotherhood of Locomotive Enginemen and Firemen, may I say that much progress has been made and now colored firemen are operating on diesel engines on various railroads in the South. The fight still goes on however to secure damages for wages lost and to break down other barriers against colored firemen.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

CONSTITUTION AND GENERAL RULES

OF THE

BROTHERHOOD OF SLEEPING CAR PORTERS
PROVISIONAL COMMITTEE

FOR THE

ORGANIZATION OF COLORED LOCOMOTIVE FIREMEN

ARTICLE I
NAME, STYLE, LOCATION

The name of this Organization shall be the Brotherhood of Sleeping Car Porters Provisional Committee for the Organization of Colored Locomotive Firemen. The headquarters shall be located in New York City, New York.

ARTICLE II
COMPOSITION

The Brotherhood of Sleeping Car Porters Provisional Committee shall consist of an International Organization, composed as hereinafter provided, and of such divisions as may hold recognized relations with the International Organization.

ARTICLE III
INTERNATIONAL ORGANIZATION

The International Organization shall consist of the President, Secretary-Treasurer, Vice-President and Field Organizer of the International Brotherhood of Sleeping Car Porters. These officers shall serve without pay until fifty-one (51%) percent or more Colored Locomotive Firemen have been organized into a labor union by the Brotherhood of Sleeping Car Porters Provisional Committee for the Organization of Colored Locomotive Firemen. At that time a convention will be called by the President of the Provisional Committee for the purpose of electing officers and the outlining of a program for the protection of the jobs of the Colored Locomotive Firemen and the promotion of their economic interest.

ARTICLE IV
QUORUM

A majority of the duly elected delegates shall constitute a quorum and shall have authority to transact the business of the convention, either in person or by proxy.

ARTICLE V
DUTIES OF PRESIDENT

ARTICLE V. (CONTINUED)

The President is the official head of the Brotherhood of Sleeping Car Porters Provisional Committee for the Organization of Colored Locomotive Firemen and shall direct the affairs of the Provisional Committee.

He shall preside at all sessions of the Provisional Committee, or shall delegate an official of the Provisional Committee or of the Brotherhood of Sleeping Car Porters to act in his place.

He shall have power to suspend or remove any division officer for sufficient cause and shall conduct or direct the prosecution of such officer or deputize any International officer of the Brotherhood of Sleeping Car Porters to act in his stead.

He shall have power to call meetings, convene local divisions and may preside at same or deputize an International office to act in his stead.

He shall have the power to make such assessments for revenue as may be necessary to defray the expenses of the Provisional Committee such as promotion of organizing campaign, travel, stationery, the holding of organizing meetings, the development of national committees, law suits, legislative actions if advisable, etc.

He shall have the power to act and decide upon any emergency arising in the affairs of the Provisional Committee, not otherwise provided for herein.

ARTICLE VI
DUTIES OF SECRETARY-TREASURER

The Secretary-Treasurer shall keep a true and correct record of all proceedings of the Brotherhood of Sleeping Car Porters Provisional Committee for the Organization of Colored Locomotive Firemen.

He shall be the custodian of all the funds and shall issue receipts for same to payer. He shall give bonds to any person or persons handling the funds of the Brotherhood of Sleeping Car Porters Provisional Committee for the Organization of Colored Locomotive Firemen.

He shall make collections of all dues and assessments of the Provisional Committee.

ARTICLE VII
DUTIES OF VICE-PRESIDENT

The Vice-President shall devote time to the interest of the Provisional Committee and shall assist the President in the discharge of his duties.

ARTICLE VIII
DUTIES OF FIELD ORGANIZER

The Field Organizer shall organize divisions, hold union meetings, visit and instruct divisions in the written and unwritten work of the committee, report all violations of regulations and shall render such other service as may be assigned to him by the President of the Provisional Committee.

ARTICLE IX
APPLICATION FOR MEMBERSHIP

All applications for membership shall be made to divisions upon the form provided for that purpose by the Brotherhood of Sleeping Car Porters Provisional Committee and supplied by the Secretary-Treasurer.

The membership shall become effective with the date of that application by the division to which application is made and full fee paid.

ARTICLE X
DUES, FEES, ASSESSMENTS

The joining fee for Firemen as members of the Brotherhood of Sleeping Car Porters Provisional Committee shall be five ($5.00) dollars and the dues shall be two ($2.00) dollars per month, payable in advance to the Secretary-Treasurer.

Assessments shall be payable to Secretary-Treasurer on the date designated for payment of same, by general order, and remitted to the Secretary-Treasurer.

RULES AND REGULATIONS FOR DIVISIONS

ARTICLE I

NAME AND COMPOSITION

Each division shall consist of seven (7) or more members and shall be called ____________________________________ Division of the Brotherhood of Sleeping Car Porters for the Organization of Colored Locomotive Firemen. (It cannot vaoluntarily dissolve while seven (7) members in good standing object thereto).

ARTICLE II

TIME AND PLACE OF MEETING

The regular meeting of each division shall be held at such time and place as agreed upon. At least one (1) regular meeting shall be held each month by the division.

ARTICLE III

ORDER OF BUSINESS

Robert's Rules of Order, revised, shall be the standard work deciding all points of order.

The order of business at special meetings shall be determined by the reason for its being called. The call shall be done in writing and a copy sent to each member. Only such business as is set forth in the call shall be considered. The order of business at regular meetings shall be as follows:

1. Chaplain's prayer
2. Introduction of visitors
3. Roll Call of officers
4. Reading of minutes of preceding meeting
5. Reading of applications
6. Voting on applications
7. Reading of correspondence
8. Committees and reports
9. Unfinished business
10. New business
11. Nomination of officers
12. Election of officers
13. Installation of officers
14. Good and welfare
15. Adjournment.

The President will call the meeting to order and conduct same according to the order of business as quickly as it is expedient. The meeting will be closed upon conclusion of business without taking a vote for adjournment. The seating arrangement of the lodge room shall be at the discretion of the division. Members desiring to leave the lodge room before the meeting is closed will rise and ask permission from the chairman.

ARTICLE IV
QUORUM

Seven (7) members of a division in good standing shall constitute a quorum and shall be qualified to transact the legal business of the division; in the absence of all officers, the members present may elect two (2) from their number to act as chairman and secretary of said meeting.

ARTICLE V
JURISDICTION AND AUTHORITY

The jurisdiction and authority of a division shall be that assigned by the President of the Brotherhood of Sleeping Car Porters Provisional Committee.

ARTICLE VI
OFFICERS AND ELECTIONS

The officers shall be a President, Vice-President, and a Secretary-Treasurer, a Chaplain, a Sentinel and a porter, all appointed by the President of the Brotherhood of Sleeping Car Porters Provisional Committee, until and if the convention decrees otherwise. No person shall be eligible to hold office in any local division, except he is a member in good standing.

ARTICLE VII
DUTIES OF PRESIDENT

He shall preside at all meetings of the division and see that the laws are strictly complied with. In the case of a tie vote on resolutions or motions, the President whall cast the deciding vote.

He shall also be empowered to call special meetings when, in his judgment, it is necessary, or when requested to do so by seven members in good standing.

ARTICLE VIII
DUTIES OF VICE-PRESIDENT

It is the duty of the Vice-President to assist the President in the discharge of his duties, preside in his absence, and in case of death, removal or resignation of the President, he shall assume that office.

ARTICLE IX
DUTIES OF SECRETARY-TREASURER

He shall keep a true and correct record of all proceedings, proper to be written of each meeting and members present. He shall be the custodian of the funds of the division. He shall keep a correct account of the division dues remitted to the Brotherhood of Sleeping Car Porters Provisional Committee. He shall also be bonded.

ARTICLE X
DUTIES OF PORTER

He shall assist the President at meetings in any way as directed by that officer.

ARTICLE XI
DUTIES OF SENTINEL

He shall guard the door, during the meetings; and in special meetings admit only those who are qualified to attend.

ARTICLE XII
AUDITING

The books of the Secretary-Treasurer shall be audited by an auditing committee appointed by the division President with the consent of the President of the Brotherhood of Sleeping Car Porters Provisional Committee.

The books and accounts of the Secretary-Treasurer shall be subject to an audit by certified public accountants at any time when directed by the President of the Brotherhood of Sleeping Car Porters Provisional Committee.

ARTICLE XIII
QUALIFICATIONS OF APPLICANTS

~~Qualifications of applicants~~ All Colored Locomotive Firemen operating on railroads are eligible to membership in the Brotherhood of Sleeping Car Porters Provisional Committee.

ARTICLE XIV
POLITICS AND RELIGION

The influence or sympathy of the members of this organization shall not be used either for or against any political or religious organization. No local division shall be permitted to engage in any political activities, except in conjunction with a program or policy which may be authorized by the President of the Brotherhood of Sleeping Car Porters Provisional Committee for the Organization of Colored Locomotive Firemen.

Freiman

National Citizens Committee

W. G. Alexander
Cleveland Allen
Dr. William Agar

Warren W. Barbour
Katherine D. Blake
William H. Baldwin
Roger N. Baldwin
Dr. M. O. Bousfield
Pearl S. Buck
Samuel J. Battle
Bessye J. Bearden
Van Wyck Brooks
L. M. Birkhead
Ulric Bell

Rabbi Rudolph I. Coffee
Caroline B. Chapin
Dr. Rufus E. Clement
Frank Crosswaith
Chester W. Chinn
Henry K. Craft
Elmer Carter
Arthur Capper
William Cochran
Charlotte Carr

John Dewey
John W. Davis
Hubert T. Delany
Thomas B. Dyett
Dr. A. G. Daly
Clarence Dykstra
Virginius Dabney
Melvyn Douglas
Jonathan Daniels
Maurice P. Davidson
George R. Donahue

Clark Eichelberger

Dorothy Canfield Fisher
Dr. Lewis Fairchbough
Prof. Carl Friedrich
Father George Ford
Paul Frankfurter
Henry Pratt Fairchild

William Green
Lester Granger
Dr. James E. Granady
Lloyd Garrison

John Haynes Holmes
J. K. Humphrey
T. Arnold Hill
Joel Hunter
Rt. Rev. Henry Wise Hobson
Helen Harris

Harold L. Ickes
Wm. Lloyd Imes

Mordecai W. Johnson

Prof. Hans Kohn
Freda Kirchwey
Frank Kingdon
Judge Anna Kross

Herbert Lehman
Eduard C. Lindeman
Robert Morss Lovett
Layle Lane
Abraham Lefkowitz
Alfred Baker Lewis
Ludwig Lore
Dr. Max Lerner
Dr. Adolph P. Link

Malcolm S. MacLean
Alonzo F. Myers
Fred R. Moore
Mrs. John F. Moors
Carl Murphy
O. Clay Maxwell
Peter Murray
H. L. Mitchell
Burgess Meredith

William A. Neilson
Reinhold Niebuhr

Rt. Rev. G. Ashton Oldham
Culbert L. Olson

Frederick D. Patterson
Edbridge Bancroft Pierce
A. Clayton Powell
Mrs. Joseph M. Proskauer
C. P. Powell
Myles A. Paige
Jacob Potofsky
Edward L. Parsons

John A. Ryan
Mrs. Albert S. Reed
E. P. Roberts
Walter P. Reuther

Leverett Saltonstall
Robert E. Speer
Sherman D. Scruggs
Mrs. Alfred H. Schoellkoff
Mrs. V. G. Simkhovitch
Dorothy Strauss
Mabel K. Staupers
Rex Stout
Mark Starr

Dr. Wm. J. Schieffelin
Mrs. Beth Seigel

Rexford Guy Tugwell
Channing H. Tobias

Joseph N. Ulman

Oswald Garrison Villard
W. R. Valentine
Mrs. Jessie Vann

Robert J. Watt
Carter W. Wesley
Ray Lyman Wilbur
Stephen S. Wise
Dr. Mary Woolley
L. Hollingsworth Wood
Miss Frances Williams
Louis D. Wirth

P. B. Young

Max Zaritsky

Robert Wagner, Jr.
Moses Bewmosche

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

The Conference For Colored Locomotive Firemen

March 1941

- Know Ye The Truth And The Truth Shall Make You Free -

REPORT OF PROCEEDINGS

of

THE CONFERENCE FOR COLORED LOCOMOTIVE FIREMEN

Held At

The Twelfth Street YMCA
Twelfth Street between S. and T. Streets - Northwest
Washington, D. C.

and

The Garnet Patterson Junior High School
Tenth and V. Streets - Northwest
Washington, D. C.

on

March 28th and 29th, 1941

UNDER THE AUSPICES OF THE BROTHERHOOD OF SLEEPING CAR PORTERS

An International Union

Affiliated With The American Federation of Labor

CALL

FOR

WASHINGTON CONFERENCE OF COLORED FIREMEN

TO BE HELD

AT

12TH STREET YMCA
12th St. Between S & T Sts.

FRIDAY AND SATURDAY

MARCH 28th and 29th, 1941

UNDER AUSPICES

OF

THE BROTHERHOOD OF SLEEPING CAR PORTERS

TO THE AMERICAN PEOPLE

The Colored Fireman is at a crisis. It is a job crisis. He is being steadily displaced. He cannot exercise his seniority rights. What is the cause of the crisis? The answer is the lack of representation by a bona fide railroad organization, national in scope.

The fact is that Colored Firemen cannot join the firemen's union because of a color clause in its constitution. Because of this discrimination against Colored Firemen, they have no security on the job.

The practice now is that Colored Firemen who die, are discharged or retired, are not replaced by other Colored Firemen. White Firemen are put in their places, based upon the excuse that workers should be employed as firemen who are PROMOTABLE, and, of course, Colored Firemen are not eligible to become engineers, the next job of promotion from a fireman, for colored workers are not employed as engineers.

If this process continues, it will be only a matter of time when there will not be a black face in the cab of an engine in America. They will be eliminated. Their jobs will be gone. Is this fair? The question carries its own answer: It is unjust, un-American, and undemocratic. But what can be done about it?

This condition can and must be changed. How?

First, the Colored Firemen themselves must become awakened, aroused, and organized to fight for their rights. Second, the public must be informed of the facts surrounding the sad and tragic plight of the Colored Firemen; for the American people will not complacently agree to Colored Firemen, whose toil, sweat, blood and tears have fired engines in the south for over 50 years, being branded as NO GOOD and kicked out of their jobs without hope or future.

It is a notorious fact that Colored Firemen are denied the right to bid in on a run of, or bump a White Fireman, many years his junior, in flagrant violation of the basic rule of seniority, a generally accepted principle in the railroad industry.

Therefore, successfully to meet and solve the above described problem, this conference of Colored Firemen has been called by the Brotherhood of Sleeping Car Porters, to have free, full and general discussion of the conditions of the Colored Firemen by the Colored Firemen themselves and public spirited citizens that may be friendly and sympathetic with their cause, with a view to formulating a program of organization, legislation, and court action to protect the rights of this class of colored railroad employees.

Respectfully yours,

A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters

APR/mf

DELEGATE'S CREDENTIAL FORM #1

To Be Sent to the International Headquarters of the
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York City

____
(Name of Delegate)

____
(Street Address) (City) (State)

____
(Organization or group represented)

____
(Address of organization or group)

____
(Number of members) (Secretary or officer of Organization)

--
(Cut here)

DELEGATE'S CREDENTIAL FORM #2

To Be Retained by Delegate as means of identification at
The Colored Firemen's Conference
Washington, D. C.

____
(Name of Delegate)

____
(Street Address) (City) (State)

____
(Organization or group represented)

____
(Address of Organization or group)

____
(Number of members) (Secretary or officer of Organization)

PROGRAM
WASHINGTON CONFERENCE OF COLORED FIREMEN

PUBLIC MASS MEETING

Friday evening at 8 PM
at the
Garnet Patterson Junior High School
Tenth and V. Streets - Northwest

CONFERENCE SESSIONS AT 12TH ST. BRANCH YMCA
Between T and U Streets, N. W.

First Session: Friday, March 28, 10:00 AM

Keynote Address by A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters

Reports of Delegates

Discussion

Adjournment: 12:30 PM

Afternoon Session: Friday, March 28, 2:30 PM

Reports of Delegates

Discussion

Third Session: Saturday, March 29, 10:00 AM

Report of Committees

Discussion

Adjournment: 12:30 PM

CONFERENCE LUNCHEON

WASHINGTON DIVISION
BROTHERHOOD OF SLEEPING CAR PORTERS
903 U Street, N. W.
Washington, D. C.

DELEGATES TO THE CONFERENCE FOR COLORED LOCOMOTIVE FIREMEN

Atwater, J. H.	Jackson, Tennessee
Bates, Wheeler	Sumpter, South Carolina
Boston, Joe	Birmingham, Alabama
Bouknight, Ernest	Savannah, Georgia
Butler, W. H.	Lakeland, Florida
Burns, J. A.	Meridian, Mississippi
Daniels, J. W.	Tampa, Florida
Dawson, H. A.	Rocky Mount, North Carolina
Fields, A. A.	Sanford, Florida
Freeney, Will	Valdosta, Georgia
Gales, Dan	Pratt City, Alabama
Glass, Julius	Tampa, Florida
Hall, Tom	Savannah, Georgia
Harris, James	Meridian, Mississippi
Hodges, Otis	Meridian, Mississippi
Howard, Walter	High Springs, Florida
Lawson, Lloyd	Portsmouth, Virginia
Long, Osie	Birmingham, Alabama
Maxey, James	Birmingham, Alabama
Melvin, John	Jacksonville, Florida
Minott, James	Sanford, Florida
Montgomery, Dred	Selma, Alabama
Munlin, Joe	Miami, Florida
Oliver, Will H.	Tuscaloosa, Alabama
Page, James	Richmond, Virginia
Randolph, L. J.	Lakeland, Florida
Randolph, S. H.	Sanford, Florida
Ross, W. M.	Birmingham, Alabama
Sams, George	Meridian, Mississippi
Singleteary, Dan	Savannah, Georgia
Smith, J. W.	High Springs, Florida
Johnson, Frank	Jacksonville, Florida
Anderson, Vernon	Jacksonville, Florida
Snowden, B. T.	Savannah, Georgia
Sullivan, E. D.	Jacksonville, Florida
Waldron, R. H.	High Springs, Florida
Winfield, Epsie	Hamlet, North Carolina
Johnson, S. J.	Birmingham, Alabama
Coles, J. F.	Savannah, Georgia
Ray, Will	Atlanta, Georgia
Wilkins, Mack	Jacksonville, Florida
Hill, Daniel	Tampa, Florida
Thomas, Luther	Rocky Mount, North Carolina
Carrington, John W.	Thomasville, Georgia
Harrington, Milliard	Waycross, Georgia
Clark, S. H.	Roanoke, Virginia
Johnson, W. L.	Jacksonville, Florida

DELEGATES

TO THE

CONFERENCE FOR COLORED LOCOMOTIVE FIREMEN

Caldwell, F. C.	Memphis, Tennessee
Lewis, Arthur	Memphis, Tennessee
Payne, William	Asheville, North Carolina

ABSENTEE DELEGATES

Carson, K. C.	Savannah, Georgia
Levels, Boss	Savannah, Georgia
Wilson, Dan	Savannah, Georgia
Baker, John	Savannah, Georgia
Sims, Clyde	Savannah, Georgia
Cannon, Dude	Savannah, Georgia
Brown, Sol	Savannah, Georgia

THE CONFERENCE FOR COLORED LOCOMOTIVE FIREMEN

1941

REPORT OF PROCEEDINGS

Friday Morning Session

Washington, D. C.
March 28th, 1941

The Conference for Colored Locomotive Firemen, held under the auspices of the Brotherhood of Sleeping Car Porters, convened in the Twelfth Street Young Men's Christian Association, Twelfth Street between S. and T. Streets - Northwest, Washington, D. C., at 10:00 o'clock, Mr. A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters, presiding.

Prayer was offered by Brother James Maxey, delegate from Birmingham, Alabama. The delegation then sang the Brotherhood's Marching Song, "Hold The Fort."

The Acting Secretary called the roll of delegates.

PRESIDENT RANDOLPH:

THE PROBLEM OF THE COLORED RAILROAD FIREMEN

Greetings to the Negro Locomotive Firemen of America!

We have met today in conference under the auspices of the Brotherhood of Sleeping Car Porters for the purpose of discussing the problems the Negro Locomotive firemen face with a view to formulating methods to solve them.

It is obvious to the average Negro worker that not only does the world face a crisis, but that the Negro people face a crisis. The chief crisis of the Negro people is the crisis of the Negro worker, for in the main, the Negro workers are the Negro people. Therefore, if the Negro workers are harmed, the Negro race is harmed.

Unlike the white people of America, the Negro people have no great captains of industry, no investment bankers, no landed aristocrats, no powerful financiers. They are just working people. True, there are a few Negro businessmen and a number of Negro doctors, lawyers, teachers, preachers, nurses, etc., but these people have a low income because their clients, the Negro workers, have a low income - and sometimes, no income. Therefore, the market of the Negro businessman and the Negro professional is a pauperized market, because it is composed of Negro workers who either have no jobs, or poor jobs. Therefore, the whole Negro race has a bare subsistence income.

Why is this, the question may be asked.

The answer to this question seems to me to be simple and clear, although it is not generally accepted. It is that the Negro workers have started late to organize their labor power. Therefore, they have no substantial bargaining power on the whole. Here and there, in isolated instances, a few Negro workers, like the Pullman porters, the dining car employes, longshoremen, red caps and a few others, have organized and are organizing. They are building strength. They are building bargaining strength. But these groups constitute a very small fraction of the population of the Negro people. The organized Negro workers do not possess the same ratio to the Negro population that the white organized workers possess to the white population. There are many and divers reasons for this. Briefly, it is a matter of common knowledge that Negroes have yet the task of completing the structure of their political and economic citizenship. They are nominally, but not actually free.

In the South, where the great mass of Negroes live, they do not have the political power to supplement and complement their economic strength, such as it is. Therefore, while Negroes were liberated from chattel slavery, they have come into the status of semi-serfs. In the South, they are not free workers, nor independent peasant proprietors. All of the agencies and instruments normally the possession of a free people, such as a free public school system, the right of suffrage, the right to be selected and elected to public office, the right to own and dispose of one's property, according as he desires within the limitation of public law, the right to freedom of movement in a community, the right to work, are all curbed, restricted and circumscribed by traditional prejudices, customs and practices in the South.

It is in such an economic and political situation that we find the Negro worker in America, with the exception of a million or so in the North. It is in this area of economic disabilities and troubles that we find the Negro locomotive firemen and most of the Negro workers on the railroads, in the running crafts, as well as the stationary trades.

Therefore, by virtue of the existence of race prejudice, there has grown up in America the idea of the white man's job and the black man's job. The white man's job is supposed to be the skilled, the technical and professional jobs - the jobs that require intelligence and training, the jobs that serve as the basis and occasion for higher industrial, technical and professional reaches and status. For instance, the white brakeman has the vocational right, as well as the preparation, to become a freight or passenger conductor. A white fireman has the vocational right and preparation, after a certain period of experience, to become a locomotive engineer. In fact, the humblest white railroad worker not only has the vocational right to receive certain specialized training for any type of employment in the railroad industry, but the right and the incentive, cooperation and assistance to rise, both to the vocational top in the industry, as well as the managerial top in the industry. In other words, any white worker may not only become a train conductor or engineer, but the executive head of any carrier of the country.

On the other hand, what is the status and future of the Negro railway worker?

The Negro railroad workers' jobs are practically frozen. They are blind-alley jobs. In explanation, The Negro brakeman remains a brakeman, generally a freight brakeman, despite his preparation and experience to become a train conductor. The Negro fireman remains a fireman, generally a fireman on a coal burning engine, although he is qualified to become a locomotive engineer. The Negro train porter remains a train porter, living the while under the threat of displacement by white trainmen through the enactment of a Full Crew Bill, a bill which is religiously presented to and fought for in the various legislatures of the south by the Brotherhood of Railroad Trainmen. The Pullman porters, the red caps, dining car waiters, all of these workers have blind-alley jobs, non-promotable jobs. A Pullman porter cannot become a Pullman conductor. He may only run in-charge at a lower rate of pay. The dining car waiter cannot become a dining car steward. He may only run in-charge at a lower rate of pay. The red cap cannot become a station master. He can only become a head red cap, a captain as it were, with a small differential in pay.

But this condition of vocational crystallization of Negro workers at the lower or inferior rungs of the industrial ladder is a part of the whole social and economic fabric of America. While a Negro may become a teacher or principal in the public schools, not by the longest sweep of the imagination is he ever expected to become the head of the Board of Education of the city in which he teaches. In government employment, Negroes may hope to become an assistant to this or that functionary, but never the head of the department. The rule is that the Negro is always assigned to some job of appeasement of the race where he may exercise no influence on the making of policy for the country.

Therefore, the Negro workers of railroad industry are fighting an economic handicap which is reinforced by the custom and practice in practically all of the various forms of industrial, political and educational activity in America.

Were there no such things as a white man's job and a black man's job, the Brotherhood of Locomotive Enginemen and Firemen could not conjure up non "promotable" jobs, a trick which may eventually eliminate the Negro firemen from the industry, if it is not exploded. If the position of the white firemen's union, namely, that no fireman should be employed who is not "promotable," is sustained, then the exit of the black fireman from the cabs of the engines of America is only a matter of time. For as rapidly as Negro firemen die, are retired, or discharged, they are replaced by white firemen, so-called "promotable" firemen. Of course, the Negro fireman is not "non promotable" because he lacks the ability to perform the services of an engineer. HE IS "NON PROMOTABLE" BECAUSE OF THE FICTION OF RACE INFERIORITY AND THE FACT THAT HE HASN'T GOT THE ECONOMIC POWER TO ENFORCE PROMOTION.

We have just remarked that a crisis of the Negro railroad worker exists. What is the nature of this crisis? It chiefly consists in the uncertainty of job-tenure. Particularly is this true with respect to the Negro firemen, brakemen, and switchmen. In other words, there is a pressing possibility and probability of the Negro firemen losing their jobs. In fact, they are already losing their jobs. What the extent of this loss of jobs means in terms of numbers is difficult to say. The Railroad Retirement Board sets down as the number of railroad employees in the service as of 1937, 1,957,688. Of this num-

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However, in a study made by Drs. Robert C. Weaver, Ira D. A. Reid, Preston Valian, and Charles S. Johnson of the urban Negro worker of the United States between 1925 and 1936, Negro locomotive firemen were distributed in various regions of the country as follows:

East North Central Region	118
West North Central Region	30
South Atlantic Region	623
East South Central Region	341
West South Central Region	131
	1243

or a total of 1,243. This figure seems to be reasonably accurate. What has happened to the number of Negro firemen since this survey was made? I do not know. What happened to the Negro firemen before this survey was made from the point of view of reducing their numbers, we can only surmise.

We know that the number of Negro firemen on the railroads have been steadily reduced. How much, is anyone's guess. No accurate record has been kept of the changes in the numbers of Negro firemen operating on the various railroads in the south by anyone, so far as I know. Negro firemen themselves make all sorts of speculations about them. I have been told that at one time in the history of southern railroads such as the Seaboard Air Line, Atlantic Coast Line, Georgia Railroad, Louisville and Nashville, Southern Railway Company, and practically all others, some 90% of the firemen were colored. On the Florida East Coast Railroad today, all of the firemen are colored. However, the reduction of the number of colored firemen on these railroads has been gradual but steady. We know what the general reason is:

Changes in the economic conditions of the white workers of the South rendered them sharp competitors with Negro workers for jobs in the higher wage brackets, and rather increasingly in the latter days, in the lower wage brackets, too. In fact, the technical and economic revolutions in America have caused the farm workers, black and white, to seek city employment, and the white farm hands with a bare starvation wage migrated to the cities in search for jobs, any kind of jobs.

Whereas, during slavery and immediately following its abolition, white workers of the South looked down upon jobs held by Negroes, such is not the case today. Years ago, white workers considered the performance of different types of work from the Negro as an evidence of superiority. They sought to maintain a separation in types of work as well as separation on work. Where this is possible, they still strive to do this. But in the South, the struggle for life is so hard, the white worker is grabbing at all types of jobs. He wants the jobs formerly exclusively held by Negroes as well as the jobs that Negroes may now hold. Thus the white workers moved in upon the railroad industry. While they always monopolize the jobs of engineers, although there have been a few Negro hostlers, a few decades ago they began penetrating into the jobs of locomotive firemen.

This process also went on with respect to brakemen and switchmen's jobs. I have been told that at one time in Florence, South Carolina, Negroes performed all of the switching in the yard of the Atlantic Coast Line. Today, it is difficult to find a single switchman, if there is one. In the terminal yards of Houston, Texas, at one time 85% of the switching was done by colored men, but today only 15% of the switchmen are Negroes. This was practically true in most railway yards in the South. At one time, most of the brakemen and flagmen on the railroads were Negroes, but today they are scarce, and the white trainmen are even trying to displace the train porters who perform the work of brakemen on the head-end of the train, in addition to that of the porters who clean up the cars.

Now while we know that economic pressure upon the white workers of the South has forced them into competition with Negro workers for their jobs, constitutes one of the basic reasons for the presence of the white workers in jobs formerly performed by Negro workers, it is also true that probably the chief reason why these workers were able to elbow the Negro workers out of these jobs of firemen, switchmen, brakemen, etc., is the fact that the Negro workers had no organization. They had nothing with which to hold these jobs.

CAUSE OF NEGRO FIREMEN'S PLIGHT

In the present period of power economics, nothing counts but power. Well might it be said that in the domain of industry and business, the law of survival of the fittest prevails. Among workers and business leaders, the fit will live and the unfit will die. The history of labor and business especially shows that the fit are the organized, and the unfit are the unorganized. In the world of business, the little businessman succumbs and usually dies. He doesn't succumb and die because he lacks intelligence, but he succumbs and dies because he is weak. And he is weak because he is little and unorganized. Nor does he succumb and die because of his race, his color, religion or nationality. If he is little and unorganized he will die, though he be white, black, Jew, Gentile, German, American, or whatnot.

The power to survive in our modern life of economic conflict inheres in the act and existence of organization as such, guided of course by common sense and intelligence, and it inheres in no other quality.

We also see this principle of survival through organization and power in the field of world relations. Witness the present world struggle between Great Britain and Germany for world dominion. Little countries like Austria, Czechoslovakia, Bulgaria, Rumania, Yugoslavia are simply told what to do by Adolf Hitler, leader of the powerful German nation. The same thing is true with respect to the Baltic states: Lithuania, Esthonia, and Latvia taking orders from

Soviet Russia. By the same token, Japan is seeking to develop the situation in the East whereby she alone can crack the whip over China. Nor should we in America have any illusions about the relationships existing between South and Central American countries and the great Colossus of the North, the United States of America. Smaller countries only survive at the convenience and will of the great power nations. They are gobbled up like Ethiopia was by Italy, or Denmark and Norway by Germany, if these little countries stand athwart the path of destiny of the great power countries.

Now this same principle of power control is true in the main of the struggle for existence by workers in any given country. Even among the white workers of America all is not peace and harmony. Carpenters are gradually wiping out the upholsterers. Blacksmiths are vanishing by virtue of the rise of new inventions. The surface street car motormen and conductors are rapidly becoming a matter of industrial history. Mechanization and technification, or the march of the machines, is gradually creating new classifications of workers.

The old street car conductor and motorman, by virtue of vocational specialization is not only without a job because of a new form of transportation, such as the bus and the one man car, but they are thrown upon the scrap heap of labor because of their inability for adaptability through retraining for any other vocation. In other words, it is hardly possible to make a motor bus chauffeur out of an old conductor or motorman. The old conductor or motorman lacks youth as well as learning ability for the new forms of transportation.

There are also jurisdictional battles among white workers for jobs. Machinists and the carpenters are at war over the question of who shall hang the doors in a house. The machinists demand it because metal is on the door. The carpenters demand it because a part of the door is wood. The bitterness of the struggle is not assuaged or relieved because both groups of workers, carpenters and machinists, are white. Color or race has nothing to do with it. The struggle is a struggle for jobs because jobs are the basis of wages, and wages provide purchasing power for food, clothing and shelter, the basis of life. Therefore, when a worker fights for his job, he is fighting for his life. Whoever takes a job from a worker is taking away his means of life. Hence, the conflict between groups for work is sharp and bitter. It is relentless and uncompromising. In this struggle for work there is no sentiment. There are no morals. That group survives that is able to amass the most power, and that group amasses the most power which is able to develop the most air tight organization--trade union organization.

This brings us to a consideration of a remedy for the ills of the Negro railroad firemen.

REMEDY

As a result of long study of the problems of the Negro railroad workers as a whole, and the Negro firemen in particular, I am convinced and believe that the basic problem of the Negro firemen is organization--trade union organization. It is a well recognized fact that Negro firemen are not organized today to any appreciable extent. It is true that there are a number of organizations of Negro firemen, but all of them are small, nondescript, and fragmentary. This is no criticism of the colored firemen. It is merely a statement of fact. It is hardly an exaggeration to say that it would be difficult to find 200 firemen in the entire country on all the railroads who pay dues regularly into any organization, that is, labor organization. You may have the names of firemen down as a part of a given organization. You may have 200 firemen who at one time or another paid something in to a labor organization, but I seriously doubt that you can find 200 firemen that are regular dues paying members of any railroad labor organization today. Yet, Negro locomotive firemen have been trying to organize some sort of organization for more than 25 years. What is the significance of this?

The significance of this is that the Negro firemen are the victims not only of the trickery, race prejudice, and power of the organized white firemen, but they are also the victims of their own weakness. The Negro firemen simply have no power. They have never really had any power, even during the times when they were in the majority on the railroads in the South.

They had no power then because they had no organization of any consequence. This was shown by their easy displacement by the white firemen, who at one time were unorganized but who possess certain racial advantages in the South. If the Negro firemen had been organized, they could have held more securely on to their jobs. By virtue of organization, when he represented the majority on a given carrier, the colored fireman could have become the collective bargaining agent and negotiated an agreement with rules governing working conditions, among which would be that of seniority.

Because of his age of service in the railroad industry and on most carriers, with the possession of the bargaining rights, the Negro firemen could have maintained control of regular runs under the operation of the principle of seniority. Therefore, even though the carriers employed white men as firemen, these white firemen would have had to take their logical place upon a basis of seniority, upon the extra board.

White firemen, ten years in service, couldn't bump a Negro fireman fifteen years in service. White firemen could not win out in the bidding in on runs of a preferential character, as against a Negro fireman of greater seniority.

But such is the case today. This is well set forth in the brief by Charles H. Houston for ex-fireman Teague of the Gulf Mobile & Northern Railroad. What is true with respect to ex-fireman Teague, is practically true of all Negro firemen. Their seniority rights don't mean anything, because the Brotherhood of Locomotive Enginemen and Firemen makes and maintains practically all agreements for locomotive firemen, and has established secret understandings with the management of carriers, at the expense of Negro firemen.

I believe this is in contravention of the principles of the Railway Labor Act. I also believe that the position of the Negro firemen who fight for their rights of seniority will be upheld by the United States Supreme Court, when, as and if a case such as ex-fireman Teague's reaches this high tribunal.

A victory in ex-fireman Teague's case is certain to have favorable repercussions among the standard white railroad unions, as well as among the Negro railroad workers, organized and unorganized. It will give the Negro rail employe a new sense of importance, value and power. It will stimulate his will to fight for his rights.

It will also serve as a warning to white railroad labor that black railroad labor is awakening, both as to its rights and power. It will impress the carriers with a new situation with which they must reckon among the Negro railroad employes.

RANGE OF EFFECT OF TEAGUE CASE

But there are limitations to the range of the effect of this case. It cannot change the existing numerical relationship between black and white locomotive firemen on the railroads. It cannot compel railroads to employ a Negro to fill the place of a Negro fireman who dies, is retired or discharged. It cannot prevent the railroads and the white firemen's union from making secret and collusive contracts, perhaps even unwritten contracts, to the effect that only white men will be employed as firemen. It cannot take away or nullify the collective bargaining rights and power of the Brotherhood of Locomotive Enginemen and Firemen on railroads where it now holds contracts by virtue of its possession of the majority of the firemen employed as members.

The fact that these limitations exist upon this case, does not alter the fact that victory in this case, and again, I want to emphasize my conviction as a layman, that victory will come, will constitute an event of major importance to the Negro workers in general and the Negro railroad workers in particular. In fact, it will be the most important legal victory for Negro labor in the history of the race. It will represent not only a signal and constructive advance for the Negro on the legal-labor front, but a definite step forward for the cause of industrial democracy in our American socio-economic life.

Therefore, I wish especially to congratulate Counsellor Charles H. Houston and his office upon the brilliant fight he is waging in the courts in ex-fireman Teague's case against the Brotherhood of Locomotive Firemen and Enginemen and the Gulf Mobile & Northern Railroad.

I also wish to commend the Association of Colored Railway Trainmen and Locomotive Firemen, Inc., and the International Association of Railway Employees for the fight they are making in this case.

SELF-ORGANIZATION

However, at this point, it is important to observe that after a victorious decision is won in this case, perhaps, before the United States Supreme Court, unless the colored firemen organize into a bona fide labor union, which embraces the majority of the colored firemen, their power to improve their lot will remain unchanged. The power of the colored firemen, like all workers, white or black, does not inhere in the law, but in their own self-organization.

The law confers rights, but not power. Law may be the source of rights, but organization is the source of power. The power of the State does not flow from its laws, but from its organization as a political entity. This is shown by the fact that Germany and Italy may have the same type of laws, but not the same power.

Rights granted by the law may be nullified by power. Witness the tragic plight of the Negro in the South under the 13th, 14th and 15th Amendments to the Federal Constitution. But Negroes have no organizations in the South except religious, fraternal and social, and these types of organizations are not dynamic. They are passive. They do not seek to transform the status quo, that is, in the main.

Hence, I need not belabor this question further to demonstrate that the organization of Negro firemen into an all-embracing labor union, is their only hope and salvation.

A PLURALITY OF ORGANIZATIONS OF ANY CRAFT IN ANY INDUSTRY IS A SOURCE OF WEAKNESS AND AN INVITATION TO EXPLOITATION BY THE EMPLOYER. IT SHOULD NOT BE NECESSARY TO RUN THE COURSE OF A PROLONGED ARGUMENT TO PROVE THAT JUST AS THE WHITE FIREMEN HAVE BENEFITED FROM ONE BIG ALL-COVERING ORGANIZATION, SUCH AS THE BROTHERHOOD OF LOCOMOTIVE ENGINEMEN AND FIREMEN, SO THE NEGRO FIREMEN NEED ONE BIG ALL-EMBRACING ORGANIZATION FOR THEMSELVES, SINCE THEY ARE NOT PERMITTED TO JOIN THE WHITE FIREMEN'S UNION.

LIMITATIONS OF NEGRO FIREMEN'S ORGANIZATIONS

But I would not be fair to you, or to myself, were I to lead you to believe that the formation of a big, all-embracing labor organization can do for the Negro firemen the same thing the Brotherhood of Locomotive Enginemen and Firemen can do for the white firemen. This would not be true.

A Negro firemen's labor organization, even if it included 100 per cent. of the Negro firemen, could not negotiate an agreement concerning rates of pay and rules governing working conditions on railroads where the Brotherhood of Locomotive Enginemen and Firemen hold agreements. While, theoretically, under the Railway Labor Act, an individual railroad worker may have the right to appeal a grievance or claim beyond the decision of the management of a carrier to the National Railroad Adjustment Board. In actual practice, such cases when not carried to the Board by a railway labor organization, national in scope, representing the majority of the employes of a craft or class, and recognized by the carrier as the duly authorized collective bargaining agent, are dismissed on the grounds that they are not brought there by the proper parties.

Hence, it is well for Negro firemen to understand and realize that the bargaining rights for railroad firemen will remain in the hands of the Brotherhood of Locomotive Enginemen and Firemen, except on railroads where Negro firemen are in the majority, such as the Florida East Coast.

At least, this condition will continue unless the Railway Labor Act is amended to provide for plural or minority representation. This, however, is quite unlikely, and, I think unsound, since it would play into the hands of the carriers to emasculate all labor organizations on railroads.

One union would be played off against the other and a variety of contracts with varying wage and working rules and schedules would be set up. Such a change would neither insure tenure of job or the job in any form, or a decent wage and working rules to Negro firemen. The power to interfere with interstate commerce, possessed by the white firemen by virtue of their majority, powerful organization, and financial strength would still enable them to dominate the labor conditions on the railroads, with a corresponding influence with the carrier in the matter of employment.

What then can a labor organization of Negro firemen do? There is much effective work it can accomplish. A big, powerful labor organization of Negro firemen could proceed as follows:

1. It could bargain with the Brotherhood of Locomotive Enginemen and Firemen on the question of representation of claims and grievances.

The Brotherhood of Locomotive Enginemen and Firemen would not be likely to persist in ignoring a powerful organization of colored firemen, with a large treasury and the ability to fight.

2. It could more effectively fight for the membership of Negro firemen in the white firemen's union.

This objective should never be abandoned. While a strong Negro firemen's union would be helpful, it, at best, would be a poor substitute for membership in the Brotherhood of Locomotive Enginemen and Firemen, which controls the bargaining rights on practically all of the railroads but one. In fact, the only reason for the existence of this conference of Negro firemen and efforts to organize Negro firemen, is the fact that there is a color clause in the Constitution of the Brotherhood of Locomotive Enginemen and Firemen.

I believe the day will come when the color bar in all trade unions will be broken down if the Negro workers who are barred will organize into powerful labor organizations and fight the unions for their rights through court action, such as the Teague Case, the mobilization of public opinion and legislative action.

3. It can mobilize public opinion and bring pressure to bear upon the railroad carrier concerning the continued employment of Negroes as firemen.

No union can dictate to an employer as to whom he shall hire unless it has a closed shop. In the railroad industry, the Railway Labor Act prohibits the negotiation of a closed shop. Each worker is free to join or not to join the organization of his choice, without interference, intimidation or coercion. The employer is likewise free to hire the employee of his choice. Such is not the case in all industries.

Thus, since the Railway Labor Act will countenance a union but not a closed shop, Negro firemen can capitalize on this fact of law and appeal to public opinion for a break in employment on railroads for three reasons.

One: Negroes are consumers, tax payers and tax makers. Their demand and consumption of goods increases the transport of commodities and car loadings. This means business and profits for railroads.

Two: Negroes' blood, toil, tears and sweat are at the foundation of the railroads in the South. Negroes have laid the rails and tamped the cross ties, cleared the forests and built the road beds. They have shovelled coals in the burning bellies of the monsters of steel and steam for over fifty years. Negroes have lost limb and life constructing the great railroads in the South.

Black labor is entitled to some consideration for the undramatic, but heroic part they have played in the epic of railroad building in the South.

I don't believe that the American public, when properly informed about the great contribution Negro labor has made to railroads in the South, will agree to these workers being branded as worthless and kicked out of jobs they have capably held all of these years, because of the unsound attitude of the union. But the public must be aroused, stirred and moved to a sense of righteous indignation against this nameless injustice against Negro firemen.

Three: Negroes are capable workmen. They have satisfactorily fired coal burners for decades, and they, some of them, have operated the stokerized and Diesel engines.

With the same training given the white firemen, who fired the coal burners, Negro firemen can develop the same efficiency of the white firemen to operate the stokerized and Diesel engines.

The long story of the Negro worker is full of dramatic material and will appeal to and stir the imagination of the public and cause them to rebel against unfair tactics and schemes to oust the Negro firemen, switchmen and brakemen from the railroad industry. But while this story of the Negro railroad worker will move the American public to favorable action for the Negro worker, the Negro worker on the railroads must tell it. They cannot tell it as individuals. They can only tell it effectively as an organized body.

The solidarity of the Negro firemen into one labor union will enable them to force the Brotherhood of Locomotive Enginemen and Firemen to make some concessions on representation in the handling of grievances and claims. Unless the white firemen's Brotherhood agrees to some arrangement with a Negro firemen's union, grievances and claims could be handled with the carriers, but they could not be carried over the final decision of the carrier to the National Railroad Adjustment Board, if, perchance, the decision was adverse to the Negro fireman.

I believe that if the Negro firemen are united in one national labor organization and are intelligently and agressively led, the Brotherhood of Locomotive Enginemen and Firemen can be forced, if not immediately, certainly eventually, to make concessions to the black firemen so that their seniority rights may be protected and their present job ratio to white firemen maintained. This, of course, will be no easy task, but it can be done, if the will and determination to do it is strong enough.

Four: A colored firemen's organization can plan and support morally and financially legal battles such as the Teague Case.

Five: It can sponsor legislation which may preserve the basic and important principle of collective bargaining, but prevent unions from barring workers on account of race or color.

I do not undertake to say here just what the nature of the legislation is to be. This idea will require long and careful study. This procedure will cost money, much money.

Six: It can raise a large fund to fight for the rights of Negro firemen. Adequate financial resources cannot be developed by small groups of firemen, however well-meaning they may be. Negro firemen must know that the big and difficult problems such as they must strive to solve or perish cannot be dealt with to any degree of effectiveness on a shoestring.

You must realize that you have the task of trying to force concessions from an organization which probably has more than a 25 million dollar reserved fund to fight for the rights and interests of the white firemen.

WHAT IS TO BE DONE?

What then is to be done to improve the position of the colored firemen? This is the immediate and pressing question which confronts you.

1. Colored firemen must organize a labor union, national in scope, and it must eventually embrace some 90 or more per cent of all the colored firemen on the railroads. This is absolutely necessary in order to coordinate all of the moral and financial forces and resources of the colored firemen on the various railroads and centralize power and leadership so that the fight of the colored firemen may be directed to one common purpose.

To this end, I recommend that a Provisional Committee for the organization of all colored firemen into a single labor union and the coordination of all of the forces and resources of this class of colored railroad workers for their common well-being and progress be formed.

I cannot see that it will be possible for the Negro firemen to survive except that there is this national unification for power in order to struggle for justice for the locomotive firemen of our people.

2. This Provisional Committee for the organization of colored Firemen into a national labor union must wage an aggressive and militant organization campaign. Today, there is no systematic campaign going on anywhere to organize Negro firemen on a broad national scale that will centralize power and leadership.

3. The existing organizations of the colored firemen have served a splendid purpose, but it is no injustice to them to state that they are not adequately gauged and geared to master and grapple with the problems of organization, propaganda and negotiation, to measure up to the challenge that faces them.

Therefore, I recommend that the existing organizations of colored firemen come together into a future conference and agree upon some practical program to coordinate their forces and throw in their lot with an "all out" movement to consolidate the firemen into one union to battle for their interests and rights.

It is my feeling and hope that upon a serious examination of the baffling and perplexing problems of the colored firemen, the officials of existing colored firemen's organizations will be convinced that their small movements are hopeless and helpless, and that the interests of all require that all of the little organizations throw their lot into a common union with a view to making it big and strong.

4. I recommend that after some 51 or more per cent of the colored firemen have been organized by the Provisional Committee, that a convention of colored firemen be called in Washington, D. C. to establish a national railroad labor union, and elect a President, Secretary-Treasurer, and other national officials thereof.

5. Until a permanent national labor union of colored firemen has been set up, I recommend that in the interest of the prosecution of a vigorous organization campaign, that the Provisional Committee be headed by officials of the Brotherhood of Sleeping Car Porters, the structure and personnel to be set up in this conference.

6. I recommend that a set of rules and regulations for the government and guidance of the Provisional Committee be drafted by the officials of the Brotherhood of Sleeping Car Porters and sent to the members of the Committee.

7. I recommend that the Provisional Committee be composed of colored locomotive firemen on various railroads.

8. I recommend that the joining fee of the firemen as members of the Provisional Committee be set at five ($5.00) dollars, and the monthly dues at two ($2.00) dollars, the same to be paid the Secretary-Treasurer, who shall be a Brotherhood official.

The suggestion of Brotherhood officials for officers of the Committee is prompted in the interest of experience and the elimination of competition for place among the firemen at the outset. I recommend that there shall be quarterly reports of the Secretary-Treasurer, who shall be bonded, to the Provisional Committee.

9. I recommend, in the interest of mobilizing public opinion behind the cause of the colored firemen, that a National Colored Firemen's Citizens Committee be formed of prominent colored and white people to bring pressure to bear upon the carriers in in the interest of their retaining their present colored firemen and continue to replace the colored firemen who may die, retire or be discharged, with colored firemen, to keep up the present ratio of colored firemen to white. Such a committee of American citizens could also bring pressure to bear upon the Brotherhood of Locomotive Enginemen and Firemen, such as never occurred before that may cause them to consider the changing of their policies toward black firemen.

10. Because it is vitally important for the colored firemen's movement to build a strong treasury, I recommend that no salaries be paid the officers of the Provisional Committee to organize colored firemen.

It will be necessary, however, for expenditures to be made for the promotion of the organizing campaign for such items as travel, stationery, the holding of organization meetings, the development of a national citizens' committee for the support of the colored firemen, lawsuits, efforts in the interest of favorable legislation when deemed advisable, office and necessary paraphernalia.

11. Since there should be a centralization of control and power over all important maneuvers involving a national policy affecting the work, wages, agreement making and organization of the colored firemen, I recommend that when, as and if, the officials of the Association of Colored Railway Trainmen & Locomotive Firemen, Inc., and the International Association of Railway Employes, Inc., meet in conference and agree to have their membership join in with the Provisional Committee, that the case of Ed Teague, with his consent, of course, be taken over by the Provisional Committee so far as this procedure does not conflict with or impair the merit and legal validity of the case.

This will mean that the Provisional Committee would assure the financial responsibility of prosecuting the legal fight.

NATURE OF COLORED FIREMEN'S STRUGGLE

Now, if the colored firemen in this conference decide to proceed as aforementioned, and build a Provisional Committee to organize colored firemen, I want at this point, to warn you against expecting quick and sensational results. Sound organization does not move that way. Mushrooms grow up over-night and die no later. Giant oaks are of slow growth, but they weather centuries of storms.

In building a strong and stable colored firemen's movement, you will need to exercise great care, patience and wisdom. We must put the interests of all of the colored firemen above that of any single fireman or group of firemen. This is the only way substantial progress can be made.

Moreover, loyalty to whatever organization you develop here is absolutely necessary. You cannot knock an organization and pretend to support it. You must defend your movement when it is attacked

Remember, there are forces in the country that don't want to see the colored firemen get together. They will try to hinder it. They will seek to create confusion. They will attempt to destroy your confidence in it. They will work to break down any faith you may have in each other or in your organization.

Even some of the colored firemen themselves will be paid to spread suspicion, doubt and distrust about your efforts to organize a national labor organization. The sinister and deadening gospel of defeatism and pessimism will be preached.

You will be told that you cannot do anything, that the effort is hopeless, that black men will not stick together. Rumors will be spread to the effect that the officials of your movement will sell out or have sold out to the white firemen's union, the Brotherhood of Locomotive Enginemen and Firemen, and the Railroad carriers.

When the enemy can get the colored firemen fussing and fighting among themselves and with their officials, the enemies have won and the colored firemen have lost.

I have been told by the President of the Tampa Division of the Brotherhood of Sleeping Car Porters and a number of colored firemen from that section that the white firemen of the Brotherhood of Locomotive Enginemen and Firemen have sent and paid the way of a colored fireman to this conference to spy on it and report to them what the colored firemen decide to do. I will not call his name, although I have it. But I cite this to show you that you are embarking upon serious business.

You see, nobody cares how many churches or fraternal lodges or social clubs Negroes organize. But there are interests in this country that do care when Negro workers decide to organize a trade union to protect their jobs and get more pay.

It is well that the colored firemen keep their organization business to themselves. I don't think that you have any experience of white firemen telling you their business. No, that never happens. Although, I don't doubt that there are some white firemen that believe that your cause is just and want to see you get your rights. But if there are any, they are few and have no power to influence the policy of the white firemen's Brotherhood.

I also believe there are some white engineers who want to see the colored firemen hold their jobs. I understand some of these engineers have so expressed themselves.

ORGANIZATION CAMPAIGN

Now, each fireman in this conference should go back home and constitute himself a committee of one and preach organization to every colored fireman you meet. Some will reject your message. Some will oppose you. Some will cuss you. But don't lose patience or become discouraged. If you are really resolved that the colored firemen must be organized and that their jobs and rights shall be protected, no force under the sun can prevent you from making progress and success.

WHITE FIREMEN

May I, in conclusion, advise that because colored firemen are organizing to protect their jobs and industrial interest, that does not mean that you want to try to destroy the Brotherhood of Locomotive Enginemen and Firemen. It does not mean that you should be antagonistic to and fight the white firemen. Such an attitude and course of action would not help your cause. Colored locomotive firemen don't want the white locomotive firemen to lose their jobs, but colored firemen want to keep their seniority rights. Colored firemen have been robbed of many jobs, and they must resolve to organize and fight to hold the jobs they now have.

You do not want to break down the white firemen's union, for that would play into the hands of the railroad management, without helping yourself. It would wreck the existing wage schedules and working conditions. It would not bring the job security you seek. It would simply make all firemen, black and white, weaker and an easy prey for exploitation by the railroad carriers.

You must realize that your organization is going to have to deal with the white firemen's Brotherhood. Of course, the white firemen may show race hatred and condemn your efforts and declare what they will not do. But the white firemen and their union are not more powerful than public opinion and you will get public opinion on your side if you work to that end because justice and truth are on your side.

After all, you are only doing what the white firemen have shown the sense to do long ago, that is, to organize and fight for your jobs. Remember, finally, that your only hope lies in building ONE BIG NATIONAL LABOR ORGANIZATION. A number of small organizations, however well-meaning, can only make for confusion and weakness. They are hopeless and helpless. If this were not so, the white locomotive firemen would not have ONE BIG UNION. IF ONE BIG UNION IS GOOD FOR THEM, ONE BIG UNION IS GOOD FOR YOU.

This is the KEY to your problem.

Forward!

PRESIDENT RANDOLPH: Your coming here today is an indication of your interest in a program calculated to help to secure your jobs and improve the conditions under which you work. This is a work conference, and since time is so valuable, I feel we should immediately go into the work of the conference.

Our mission here is to work out a program that all Negro firemen will be able to support, to create public sentiment and to get a general understanding of the problems we face. I have recommended that a Provisional Committee be organized, and that all firemen should be a part of this committee. The work of this committee will be to organize the colored firemen on the railroads to support one big organization that can demand respect and have sufficient power to force the Brotherhood of Locomotive Enginemen and Firemen to recognize your rights in the railroad industry.

In the afternoon session, an Organization and Resolutions Committee will be organized with Mr. M. P. Webster as chairman. The plans for the organization of the colored firemen will be mapped out.

It is my hope that all delegates present will speak at this conference and express themselves fully. We shall start with Brother Osie Long and proceed from delegate to delegate until every Brother has spoken. You will give your name and the railroad on which you work, and your place of residence.

BROTHER OSIE LONG:
Birmingham, Alabama

Sometimes, when I am happy, I cry. When I feel funny, I laugh. I am happy now after hearing the splendid address Mr. Randolph gave. We should follow his address fully. I had in mind forming an executive body. We have Mr. S. H. Clark of the International Association of Colored Railway Trainmen and Locomotive Firemen, and a lawyer among us.

Our service record on the railroads of this country is indelibly written in the archives of more than twenty railroads of this country and is of more than a hundred years' standing. Our record of faithful service, loyalty and efficiency is attested to by the fact that we have hundreds of men now working who have been in railroad service from ten to fifty years as brakemen, firemen, switchmen, and in other capacities where skill and efficiency are required. Besides, we have hundreds of men in these classes now retired and on pension. The foregoing and other evidence which we can and will produce on request will show that no railroad in the United States can really afford not to employ colored men, if faithful service, loyalty and efficiency are to be given any consideration in railroad service. There are specific cases where colored firemen have been remembered in the wills of deceased engineers and colored brakemen provided with land and homes by conductors, which shows the cordial relations in friendship, after having run with these men over a period of a number of years. The records will show that the very highest standard of efficiency and safety have been attained and maintained with colored firemen, brakemen and switchmen over the entire life of railroading in America and under no conditions whatsoever, could the railroads afford to dispense with its faithful, loyal and dependable colored employes. We do not believe that this nation is ready to discount the principles herein stated.

Job killings, adverse ruling, oppressive agreements in the face of existing contracts, shrinking percentage of colored firemen, brakemen and switchmen on roads where such is established, but not maintained, all show the justice of our complaint.

In some cases, where the percentage of white and colored firemen has been established by a mediation board and is of years' standing, agreements have been made and actions taken that violate both the letter and spirit of the rule established by the mediators, for the sole purpose of throwing the minority (colored) firemen out of jobs on the railroad, to the detriment of both races, and dead against the principles of faithful service, loyalty and efficiency, and in doing so, reducing the earning power of the railroad company.

The presence of a colored fireman adds both prestige and influence to the white fireman. In fact, he is only a fireman until the colored man is put on the job, then he, at once, becomes a white fireman. So, if the colored man had not been employed, he would remain just a fireman.

For more than a hundred years right to this very day, colored firemen have been teaching white men how to fire locomotive engines and there are hundreds of locomotive engineers whom colored men taught to fire and whom colored brakemen have helped over the road day after day and trip after trip, firing their engines for them over parts of the road. Furthermore, and the facts will show, the employment of colored firemen has never caused the white firemen to fail to get more money and better working conditions at any time. In fact, the record will show that many times the working conditions are better and the service cleaner, neater, safer and more economical on the railroads that are using both white and colored firemen. This is the American Way and by all means, it should be fostered and maintained in the name of good government, in the name of democracy, in the name of opportunity and security for all, the slogan under which was held our last presidential election and in the name of justice, goodwill and Christianity. We know that is just and fair principle of this government and that it is couched indelibly in the Constitution of the United States of America.

It is now proposed by the Brotherhood of Locomotive Enginemen and Firemen that rights of colored firemen be restricted from Diesel service in the face of collective bargaining by the majority for both sides. It is a plain case of misrepresentation. It violates the just and fair principles of more than twenty railroads where white and colored firemen are employed and puts to shame those fairminded white men with a moral eagerness for right and justice.

It violates the seniority rule for which labor has worked to obtain since 1885 and is in full force and effect on all railroads of America, and most sacred to all men engaged in industrial employment throughout this country, and has actually become the law of the land.

Railroad jobs are created and maintained by all the people of the United States, white and black. No race holds a monopoly as patrons of the carriers; everything we use from a pocket handkerchief to a casket, every morsel of food, our furniture or coal, every letter or parcel post package and items of express, not to mention the fares we pay as passengers and shippers, all contribute to the making and maintaining of the jobs for which we are contending.

BROTHER WILL FREENEY: Valdosta, Georgia	I am 100% with Mr. Long's suggestions.
BROTHER DAN SINGLETEARY: Savannah, Georgia	I am so happy to be here that I can't express myself. I have been trying to get the men to organize for years. I think Mr. Randolph will be able to organize us.

BROTHER S. H. CLARK:
Roanoke, Virginia

I've heard of the work of Mr. Randolph. My twenty-seven and a-half years' seniority as brakeman, with conditions as they are now, is not worth anything. I would like to contradict Mr. Randolph concerning Teague's case. My Organization is at stake. Men are working from eighteen to twenty hours, getting 65¢ an hour. Mr. Clark read a letter. It is difficult to organize men. Sometimes we could get a group of two or three to meet. We have about eleven financial members. We are working hard now to get authorization cards. If the Teague case is won, we will be given a voice. It will be the solution of the Negro problem. The National Association For The Advancement of Colored People did not start the Teague case, it is not paying the bill. The firemen in my organization and other organizations are pushing it and paying our money out for it.

BROTHER JULIUS GLASS:
Tampa, Florida

I am going to work with Mr. Randolph. Colored firemen have work to do because it is necessary that something be done and everyone must do his best.

BROTHER J. W. DANIELS:
Tampa, Florida

We have shrewd leadership. We have been warned of the danger to the Negro firemen. I am interested in the firemen because I am a fireman. The Atlantic Coast Line has built up a trust fund. I hope I don't go away from this conference as I went away from the one held in the Secretary of Labor's office, which I think was in 1928. I have put much money on little things, trying to get organized. The Seaboard Air Line is 100% behind this conference.

Prejudice spreads rapidly. The trouble with most colored firemen is that they try to settle their cases alone. We have an opportunity now to remedy this situation. We should have started this long ago. No one part of the country can settle differences without joining with the other part. We should support every project that is for the elevation of the Negro. The Negro can be advanced if he can vote and help to make the laws.

Attorney James A. Burns:
Meridian, Mississippi

I have always wondered why the firemen got together so many little organizations. However, I find that in many instances, the leaders got them together for themselves, and some of them are still holding on to them in spite of the fact that they are not giving any real service to their fellow men. Some of them kept these little groups together because they were paid, and most of them forgot the problem of the group.

It's interesting to note they forget prejudice spreads very rapidly. They thought because you made good money you didn't need an organization. You thought you could settle your own grievances, but you have failed.

Today you have an opportunity of your life. You may never have another. We are not after you who are already organized. We are looking for the stranger. Your trouble is that you have been quiet too long and everybody thought you were satisfied. Nobody can be safe in this country who disregards the rights of all. Some of us thought we could settle all of the difficulties of race by law, but we know the 13th and 14th Amendments are not working because we do not have sufficient power to enforce them.

You must be organized to support every project for the economic, social and political advancement of the Negro. The right men are put in Congress by suffrage. You must vote for your own interests. Don't be selfish because that will hurt you. Some of us must go back to school to learn to write and fight - to become interested in the Negro's problems in Baltimore, Maryland, New Orleans, Jacksonville or California - any place where you may help to lift the burden. No one can escape. Let's get together, for in union there is strength.

BROTHER OTIS HODGES:
Meridian, Mississippi

An organization is the only way a black man can stay on the railroad.

PRESIDENT RANDOLPH:

Firemen have many organizations, but none of them have power. The purpose of this conference is to build one, big organization.

BROTHER GEORGE SAMS:
Meridian, Mississippi

We have had a hard time trying to get here. I was in New Orleans when Mr. Randolph started a conference there. We have a bigger fight on our hands than we've ever had before. We should have a big organization.

BROTHER A. A. FIELDS:
Sanford, Florida

I am willing to pay the price and go along with the Organization.

BROTHER JOE MUNLIN:
Miami, Florida

I was at the meeting Mr. Randolph held in Miami. A white man, younger in the service than I, is holding my job now. We should join together.

BROTHER S. H. RANDOLPH:
Sanford, Florida

I am proud to be here. I have been following up dummy organizations for many years, but I've gotten more information from these meetings than I've ever gotten. I am with Mr. Randolph 100%. I will do anything to help, because I feel so much better now.

BROTHER R. H. WALDRON:
High Springs, Florida

I am glad to see this crowd of men interested in what we are trying to do. I am proud to be here with such intelligent men who are trying to help us. We need good leaders to keep members. We don't want hypocrites. Money and truth are the only things that will keep us together. We should be able to stand up ourselves and not have to look to others. I am proud of Mr. Randolph.

BROTHER WILL OLIVER:
Tuscaloosa, Alabama

I am proud of Mr. Randolph and glad he is getting us together and trying to do something for the colored firemen in the South. I want one, big organization and I will support it 100%.

BROTHER DAN W. GALES:
Birmingham, Alabama

Our people fail to do what they promise to do. What we do now will be helping the younger Negro men. So, we should keep going on. The Negro made the southern job. I am with this conference 100%. We want to hurry now, but we will have to take our time. We need many men to carry on this fight.

BROTHER JAMES MAXEY:
Birmingham, Alabama

I am very glad to be here. I have been a fireman for forty years, working every day except Sunday, during which time I have seen organization after organization come up on the scene and fade away. Mr. Green, President of the American Federation of Labor issued us a Charter and tried to get us organized, but we never organized. I wrote Mr. Randolph about the conditions in the South. He told me to get the names of firemen and send them to him in order that he might be able to contact them to have a meeting and organize. White firemen used to get 10% more pay than Negroes. White men think that Negroes shouldn't have money, therefore, our jobs are going to the white man. We should take correct information to the men who are waiting for us at home. I am sure that something will come out of this meeting.

I joined the AFofL because it gave us hope and because we had nothing else that we could join that had any semblance of strength. Recognizing our plight, I like other firemen, was grabbing every straw. Mr. D. B. Robertson, President of the International Brotherhood of Locomotive Enginemen and Firemen, blocked any attempt of ours to secure our rights under the Railway Labor Act. We were constantly reminded that the Brotherhood represented a white organization.

In recent months, matters got so bad, I couldn't sleep. My co-workers wanted to know what could be done. Whereupon, I wrote Mr. Randolph. I wrote Palmer, one of our Brothers, but he did not send any correspondence. We had a meeting, when Palmer came and attempted to disrupt the meeting and force the men to support the Negro Railway Employes Association. When he finished talking, I asked him if he had a bona fide labor organization. He could not prove it and so we beat him down and most of the men were against the Association.

We are here today to bury the hatchet and help build a big organization. During the last war, Mr. McAdoo equalized the pay of all firemen, and the white firemen have tried ever since to take our jobs. I can remember when the conductors gave us food and assisted in every way to make life easy during those blistering days of coal shovelling. But now, all we get is cuss words.

As I see it, if we support Mr. Randolph, he will give us new shoes, new homes and a new life. So let us go back and build the organization so we may wear those shoes and get the men to support this one, big organization.

There were attempts by some to keep me from coming to this meeting, but I am here. I am here to get the truth and to take it back to my men so that we may face the conditions ahead.

BROTHER DRED MONTGOMERY:
Selma, Alabama

I am so happy to be here that I can't express myself, but I will say that I am aware of what is happening to us. We see what is happening to all the Negro workers without organization. In Chicasaw, there are five thousand men working, but the Negro gets all the hard work and short pay.

I came here to tell you all the men in my division are with you. They told me before I left that you can depend on their support. I, too, am with you.

BROTHER JOE BOSTON:
Birmingham, Alabama

I am here for the same thing you have been talking about. I am for one, big organization. I see no other solution. I have been on the road thirty-eight years and I have supported many organizations, but I regret to say that all of them have been hopeless. I am proud of Mr. Randolph and his able assistants and the interest they are taking in our problems.

BROTHER W. L. JOHNSON:
Jacksonville, Florida

Mr. Randolph, Mr. Webster and Delegates: I intend to go wholeheartedly with this Organization. I know how we are being treated. You know how we are being let out of the service. Today, they put all the trouble on the Negro firemen. Our officials told me we are getting too good a salary, and "you know you don't deserve it." "We can get white boys to do the job more efficiently than you boys ever could do."

However, I feel we have done our part. We helped to put the railroad where it is today. Take the white fireman who will go out on a new engine and blow it up. Then they call the Negro fireman after the engine is in bad condition to go out and bring it in. I am sure we make mistakes, but when they put fifty-one tons on an engine that can't carry steam to pull itself, I am sure everybody can see that we are doing our part to give good service.

I am glad to help do something to remedy this condition.

BROTHER S. J. JOHNSON:
Birmingham, Alabama

I am representing switchmen and brakemen on the L&N Railroad. We have one or two places now, where every time we lose a job, we lose a number of Negro firemen. Our number is down from one hundred, a few years ago, to about forty. I see no way to maintain this without organization.

We are seeking information to protect our seniority. When the white worker gets on the job, we got to get in line with forty years' seniority. Six years ago, the white worker, in conference with the management, got interchangeable seniority. But we find that as colored workers we have no seniority. Any white worker can take our job with a few days' seniority.

We feel we can go to no extreme, and pay no price too great for our protection. We have always thought our handiwork was interesting and we took pride in doing our work well. Today, we don't get any consideration.

If the Negro worker doesn't feel like paying to keep his job, he will just find himself in the ranks of the unemployed. Regardless of our little organizations and their failures, there is no reason why we can't all get together and protect the rights of all Negro workers. I am sure we can get results if we stick together. We haven't had anybody to help put out the fire and so it still burns. Unless we organize and assist those who want to help us and help put this fire out, we all shall burn.

I am here to get all the information I can and go back and tell the men why they should support the idea of one, big organization.

BROTHER J. F. COLE:
Savannah, Georgia

I enjoyed the address of Brother Randolph this morning, and want you to know I am with you in all your plans. I have representation here who will speak for me, so I won't use more time.

BROTHER W. M. ROSS:
Birmingham, Alabama

I feel better today than I have in the past three months. I want Brother Maxey to stand. I want to ask you a question. (Mr. Maxey stood) How many meetings have you missed in the past ten years, Brother Maxey?

BROTHER JAMES MAXEY: I have missed two meetings.

BROTHER W. M. ROSS: How many International Presidents have colored firemen in the United States?

BROTHER JAMES MAXEY: One, Brother Caldwell.

BROTHER W. M. ROSS: Thank you.

My point is that if we had more men willing to sacrifice in the interest of the group, we could get somewhere. The white men have made the Negro think they are with him until they get what they want and then they let you down. Today, we find we must follow our own leaders and pay the price just like the white worker.

I wonder what was in the poet's mind when he wrote, "Sleepy Time Down South"? He must have seen the cloud we now face. He must have known we were asleep too long, and now must be led in this fight by our own leaders.

I want to tell you a story: A fireman went out on his run with the engineer after a heavy rainstorm and there was a washout. The engineer said to the fireman, "We certainly had good luck. We came across that washout and did not turn over. That certainly is good luck." I said to the engineer, "That was not good luck. We were just too smart to be trapped in the washout." I want to say that our coming here today to help solve our problems is not just good luck, we are going to outsmart anybody who tries to trip us.

We are grateful to you, Mr. Randolph, and I want you to know we are with you.

BROTHER WALTER HOWARD:
High Springs, Florida

At least 80% of us are with you. We have some men who won't do anything as long as "Cap" smiles at them. I joined the Local in 1914, and really, I can't see any good that it has done. We have tried everybody and everything. God knows it will do no harm to try again.

I am with you financially and morally.

BROTHER A. W. SMITH:
High Springs, Florida

I have been talking with my group to help support this conference. Many of the men would not give anything. They only promised, but we did not see them again. And so I came on my own, and for thirty-five years, I have been on my own on this job and I find myself now without seniority. I go out on my run and find that I can't get home unless I deadhead.

I am the fifth oldest man on the roster. Out of one hundred and forty firemen, we have fifty or sixty now, but unless we organize and support this program it won't be long before all of us are gone.

BROTHER LLOYD LAWSON:
Portsmouth, Virginia

I feel the Lord has sent Moses to address us. He has given us enough to stop all discussion and go out and help build this big organization. We are going through a period of economic slavery. I am here in the District of Columbia, where the Government is spending millions of dollars.

We have gone out to get members to vote, but in spite of it all, we find there is a storm ahead and we must have citizens to take part in our struggles.

The Atlantic Coast Line firemen have put up a hard fight. I spent all my days trying to better the conditions. We have men in Florence, Jackson, and all the way to Port Tampa, Florida, and now I am President.

I am representing all of them in the northern division. There are some men in Rocky Mount, North Carolina and Richmond, Virginia. We have kept up our Charter. We have our Secretary and all the officers here. We feel we could get nowhere without additional help. Now, I felt after Mr. Randolph finished his address that the Lord has sent us Moses to bring the children to the Promised Land.

I have spent out of my own pocket hundreds of dollars and have cried and walked the streets of Richmond trying to help the firemen. We need a big, strong organization to help us. I can only ride the freight train, and the white firemen on the passenger train.

In my cab, I have two white firemen, instructing them to take my job. One hundred and fifty men right out of the woods taking our jobs. I had one so glad to get the job that he blew the whistle with his mouth all the way to the terminal.

It is just like the war now going on. We don't know what is going to happen. The war is just keeping us on the road, but what will happen when the war is over, with the Black Shirts organized? I say to you, let's get together and stick until we have made our jobs secure.

BROTHER LUTHER THOMAS:
Rocky Mount, North Carolina

I am glad to be here and to be a part of this conference. I want you to know the conductors are with us. What we want to do is to get together ourselves and follow in line and do everything to perfect the big organization. I feel the need of it, and you must, from some of your experiences, recognize this need also.

BROTHER EARNEST BOUKNIGHT:
Savannah, Georgia

I have been in one organization for twenty-five years, but have gotten nothing. The only hope for us is to stick together like men. I am with you, Mr. Randolph.

BROTHER WHEELER BATES:
Sumpter, South Carolina

I could talk until the sun goes down, but I feel I would be like everybody else, saying the same thing. The men are with you, Mr. Randolph. All the delegates here are with you.

I never spent a dollar yet in any organization without getting something for it. Since 1918, I have been paying in some kind of organization. In recent days, we have made enough noise to get President Randolph to come here and help us.

Of course, there are some things we can do ourselves. We need to take care of our check. It would be useless to spend our time fighting for security and making over $200.00 a month and throw it away. Ninety percent of the troubles we now have come from our lack of interest. You should look back and see what has happened so that we may improve ourselves. I know something about your habits. You have not always done the right thing. Many of you spend plenty of money for those things without value. We must learn to do our duty. We must be gentlemen and do those things that will keep the standard of our work high.

Mr. Randolph, I have forty-six men working regularly who will follow in line and help. This is not the time to talk, this is the time for action. You have put us on the right course.

BROTHER EPSIE WINFIELD:
Hamlet, North Carolina

So much has been said, I don't know what I can say. I was sent by the North Carolina Division to come and see what was going on at the conference and bring back a correct report. I hope when I get back I can give them the right thing.

I have a nervous heart and am not accustomed to talking, but I have enjoyed what I heard and feel our men will support you.

BROTHER JOHN MELVIRE:
Jacksonville, Florida

I have been telling all the men I contact from time to time that unless we organize we will be lost. I came here seeking information to find out what could be done and go back and wake up all of our men. I am sure they will give support.

BROTHER MILLARD HARRINGTON: Waycross, Georgia

We are sent by our group and instructed to find out what this conference was all about, and if anything could be done to help us. I want to let you know that we are with you and will do everything we can to support you.

BROTHER JOHN CARRINGTON: Thomasville, Georgia

I don't know where to begin. I have heard so many fine things. This is my second time here and I am here to do my bit to help make the Organization grow.

BROTHER H. A. DAWSON: Rocky Mount, North Carolina

I am so happy to be here. Not in the past seventy-seven years have we had a Negro to stand up and do so much for us. I am inspired with this excellent program submitted to us today. It reminds me of a story I heard about a group of mules and a farmer: The farmer said to the mules, "In the morning, put your heads out of the window, I am going to give you a surprise." This happened for several mornings and the mules realized that each day the work got harder. So the mules suggested that they have a meeting. At the meeting, they discovered they had been putting their heads the wrong way and suggested that they turn their heads the right way. And so, instead of putting their heads out in the morning, they put their tails outside and put their heads together. They soon found that because of teamwork, they could make the job lighter.

We can take a lesson from these mules by putting our heads together and helping to think out our problems and win ourselves economic security. If you are going to build, you must get good material. You represent the material. The Provisional Committee is good and we are not going to talk about anything but building something big.

You must realize that as you think in your heart, so are you. My heart tells me we need the Provisional Committee. We adopted this plan from Jesus Christ, who gave bread to the Disciples, and the Disciples to the multitude.

Sometimes, we blame the white man for many of our ills, when in reality we are at fault for lack of faith in ourselves and our fellow brethren. But I have faith in you and know that some day we will get our birthrights. Many of us will carry back the wrong report. However, I want you to know the firemen on the Atlantic Coast Line pledge you 100% cooperation. We shall follow your leadership to the end, and the Negro firemen will have greater security and a finer faith in themselves.

The conference was adjourned at two o'clock, to be resumed at three o'clock.

FRIDAY AFTERNOON SESSION

Washington, D. C.
March 28th, 1941

The conference was called to order by President Randolph at three o'clock, who called upon Brother B. T. Snowden to resume the discussions.

BROTHER B. T. SNOWDEN:
Savannah, Georgia

I am here to represent 100% of the men of my division to support A. Philip Randolph. I went to a carnival back in my youth and I saw something I had never seen before. I saw twenty Negroes pulling together at one time. I hope to see this example followed by all the firemen. We should pull together.

All that is to be said has been said. I simply want to emphasize that the men will go with you all the way. I am glad to see them here and hear them tell you that they are willing to accept the example I saw at the carnival.

Let us prove that we are men by supporting the Provisional Committee. If you love your job, if you love your home, if you love your wives and families, you will resolve to fight with us for one, big organization. I am with you, Mr. Randolph.

BROTHER MACK WILKINS:
Jacksonville, Florida

I am glad to be here. I have nothing definite to contribute to the conference. I will say this, however, I have been dabbling with labor organizations for a long time. The only real, honest effort put forth by Negroes has been the organization of the Pullman porters. I hope we can learn from their experiences and follow their example.

BROTHER E. D. SULLIVAN:
Jacksonville, Florida

If all the men felt like I felt when Mr. Randolph finished his address this morning, he could have set up the Provisional Committee at once. All that has been said is good. I have twenty-eight years of seniority. I have paid plenty of money attempting to organize with other firemen. I feel like it is all spilt milk.

I have been moved from one regular job to another. I am working twelve miles out of Tampa, simply because I can't get my rights. I feel if we will give honest support to this committee, we will certainly reap the harvest.

BROTHER GEORGE HALL:
Savannah, Georgia

I am a good listener and do not have much to say. I will say, however, we have started out a good many times to do a good many things organizationally, but nothing has happened. I heard in my childhood that if the people who lived in the neighborhood accused anyone of lying, you could believe what they said, because they knew.

I believe that because Mr. Randolph and his associates know that which is good for us, that we should follow them because of their experience and what the neighbors say.

The Negro organizations have failed in the past because many of the leaders took all the money and were the first to say that they would have nothing to do with any other Negro. You can see there is nothing selfish in the recommendations presented to us today.

I hope we will give all the support possible toward the building of this big organization.

BROTHER JAMES PAGE:
Richmond, Virginia

I want to thank Mr. Randolph and his executives for the interest taken in behalf of the firemen. I want you to know we have need of your services. We need your counsel. We need the cooperation of your organization. We need the cooperation of all the firemen in one, big organization.

For over twenty years, I have been talking about organization. I have witnessed many changes, particularly the question of percentages that determine representation. I remember when the idea originated among the whites advocating 80% over and against 20% of the Negroes. I wrote the management and talked with some of the officials. The management and officials always replied by asking this question: "What does the colored fireman want?"

We have had so many organizations, so many diversified objectives, without any program as to how to attain these objectives, there is little wonder about the confusion. When the International Association of Colored Railway Trainmen and Locomotive Firemen met in St. Louis I went to represent my group. We did institute some court suits, the Brent suit, Cooper and Love suits. All attest to the fact that we were willing to try to aid ourselves in our struggle. A whole lot of talk isn't going to help. The remedy for our problems can be found only in the formulation of a complete organization with all members, regardless of present charters and affiliations, giving support to this united idea submitted to us today.

BROTHER J. H. ATWATER:
Jacksonville, Florida

This is indeed a critical moment. When I look back and see no boys, all old men; when I look back thirty years ago, there were many young men here. I was always interested in organization. I was here with Henry Harty. Bell was our leader at that time. He is dead now. We are principally engaged in a fight for our seniority rights. Nobody thus far has been able to assist us. We have a man now who can take our case to the Boards. He is going to give us support.

I am here to help Mr. Randolph. I want to say if Mr. Randolph will give us to the AFL and get the support that helped to bring the porters through, I am sure he can help us. I am sure when I go back and tell the men what we decide on here, they will follow in line and help.

BROTHER WILL RAY:
Savannah, Georgia

I came here to get the true story. We have 85% of the jobs as firemen in my division. We have a little organization and we are with you 100% because we believe in the majority rule.

BROTHER L. J. RANDOLPH:
Lakeland, Florida

I came to see what was going on and take it back to my men. We are not going to talk about the past. We won't tell them anything but what has been said here in this conference. I can't remember everything, but one thing I am assured of is that all of us must get together.

BROTHER F. C. CALDWELL,
President, Association
of Colored Railway Trainmen and Locomotive Firemen, Memphis, Tennessee.

I regret that I was not present this morning. However, I am sure you must have accomplished something and I feel I should offer some apology for my late arrival. I missed my transportation and had to take a later train. Now, it seems to me that the Atlantic Coast Line is 97% represented. All the other firemen are organized. I find the Negro, unlike the whites, when they find that they can't get anything immediately, they are willing to quit. We should remember this slogan, "A quitter never wins, and a winner never quits."

You talk about the good, old Bible, but nothing will serve you but organization. In 1912, we organized an organization. We appealed to Mr. W. D. Lee to issue a charter, but he declined. In 1922, we duplicated the appeal, but the same thing happened. On or about the same time, we asked Mr. Robertson, President of the Brotherhood of Locomotive Enginemen and Firemen to issue an allied charter, since we didn't expect to get the same as the whites. We told him how the white schools were administered and felt that the same application could be applied to the Negro workers. Mr. Robertson replied, "We can't take you in now and I don't know what will happen in the future."

The supreme need here is giving minority representation in an opportunity to present grievances to the Adjustment Board. If we go to the management, the management says they can't deal with us because the law says deal with the majority represented. If we go to the Adjustment Board Division, the Board says you can't get a hearing because you are not properly represented. The Appeal Court says, seniority rights must not be denied any worker without due process of law. We are taking that course. We have one more show and then we must go to the Supreme Court. We have now a case resting in the courts of Cincinnati, in the Court of Appeals. This is the Teague Case. We feel with your help we can get results. I have seen forty years of service and I know we can't depend on the courts entirely. If we go to the courts, we will take five years and more, and if things continue to happen, five years from now, we won't be here. We must save those jobs we now have. We who are in the service must give support in order that there might be Negro workers on these jobs tomorrow.

Mr. C. D. Macky, Vice-President of the Atlantic Coast Line, signed an agreement giving 51% of the jobs to the white firemen. What does it mean? It means we have been signed over as victims in a wholesale manner. So when the colored firemen drop out of service from natural causes such as pensions, death or discharge, no other Negro gets his job.

Brothers, I want to say that we must be on the job. You are facing and will continue to face a hard time. I am not sure anything can be done to help us, since they won't help us who have free transportation and forty years' seniority. I don't think anything but the Supreme Court will adjust this matter.

The rule of the Negro always has been one of tearing down and the whites have been building up. When you talk about international organization, I don't know whether you are talking about the Brotherhood of Sleeping Car Porters or the International Association of the Brotherhood of Railway Employes. But I want to say that the fault lies with you who won't support any organization. If you think you can stay on the job and draw $220.00 to $250.00 per month, you are mistaken, because white men are paying $12.00 per month in dues and you won't pay $1.50. You will promise and won't make a special effort to get around to see your Secretary-Treasurer.

Now, I want to talk about the AFL. You have two classes of workers affiliated with that body. President Green has written me that you do not have a bona fide labor organization, and what you hope to get, I am afraid I can't say. I don't know anybody who has given you more help on the seniority question than the NAACP and Mr. J. L. LeFlore. And this is as it should be.

I have come to this conference because of my interest in the firemen. I don't know what can be done, but I think all firemen should be together.

BROTHER ARTHUR LEWIS:
Memphis, Tennessee

I am sorry I can't say I heard Mr. Randolph's address this morning. If I had, I am sure I could get the key to the whole situation. I came here because I wanted to know why this conference is being held, since so many firemen are already organized. I came to tell them what has been done and what can be done and what they can do.

If we are going to get places, we must travel the same course as others. We are organized already in thirteen states. This, in my opinion, represents an international organization. The white workers are willing to fight you or anybody else who goes into the courts to take from them their seniority privileges. They want their seniority and privileges and are willing to fight and pay.

There is nothing involved in this whole fight but seniority. Our fight is to get our rights. We can't get to first base because of our color. Now, if you can show me any organization that can do more than the International Association of Railroad Employes is now doing, go ahead.

I heard you talk about going into the courts. May I inform you that we are already in the courts and we can go on, if we only have one hundred men with us helping to carry on. We know we can do the job. So far as stopping what we are doing and helping something else, we can't do it. We'd be traitors to our cause. We think we are right.

FROM THE FLOOR: Is the Association of Railway Employes a trade union organization? Does it have jurisdiction over the firemen?

BROTHER ARTHUR LEWIS: I am not prepared to answer your question. You give me new thought. I want to speak about representation. So many men forget the fact that the minority group of firemen have no rights except those the majority group give them. The white firemen sit down behind closed doors and bargain your rights away. When called into question, he simply says, "We are following the law." And they are, so nothing can be done until the Negro firemen support our organization, or some organization.

I have with me application blanks, and I think our record is worthy of your consideration and support.

PRESIDENT RANDOLPH: I would like to make a few observations. You have listened to the various delegates and I am happy about everything I have heard. One Brother didn't know why we called such a conference as this. I want to say at the outset that we knew there were organizations in the field from the start, but when you analyze the situation, you find that all the white firemen are in one, big strong, all-embracing organization.

And it is necessary that Negro firemen have one, big, strong, all-embracing organization. This is nothing against the little organizations. They did the best they could. One Brother talked about winning, if one hundred men kept supporting. We appreciate the courage of this Brother, but without power, you can't win. Take little Finland. They couldn't stop Soviet Russia from taking what they wanted. Witness the white firemen are in one organization. They have strength and they don't care anything about you. What you need is power.

The little organizations can't mobilize public opinion. The Teague Case can't organize Negro firemen. The Teague Case won't give you seniority, or stop the white firemen from taking the jobs. This conference is to build together all of the firemen, to integrate and coordinate and unite them into one, big organization. I don't think you can get much from minority representation. The American people are sold on the majority rule, and if we got a law for minority representation, it would mean that we would have a plurality of wage contracts and schedules of work, and the carriers would benefit therefrom. The wage standards would go down. The many groups that would attempt to negotiate contracts would hurt all the workers. The liberal whites will not support any such minority legislation.

We will have to arrange to organize and fight for the protection of the rights of Negro firemen. The greatest support to the cause of the Negro firemen is the sentiment that can be mobilized among the public. It will create sufficient pressure on the Brotherhood and the carriers.

I don't believe the public will withhold support when it knows the facts. Black workers have built the railroads, and the question of arousing public opinion is not a one man's job, or two, or one hundred, it is the job of all Negro firemen. No group has won its rights by law. You take the 13th, 14th and 15th Amendments. Under these Amendments, you have rights, but you can't enforce these rights. If the law could do it, don't you think the white men would do without the Brotherhood? For organization costs money, plenty of money. It has also cost blood and life and liberty.

You haven't won the Teague Case. One Judge has already decided against it. One decided for it and another against it. But, even if you lose the Teague Case, the fight will have value. I am not saying you will lose it, but the Teague Case alone, as a challenge to white railroad labor and capital, will have value. So, if you win or lose, the white worker will know that you have courage and the desire to fight for your own rights. But, if all the colored firemen were organized, you could not get the right to put aside the rights of the majority.

Now, the Provisional Committee will not organize the colored firemen, the task of organization is yours. The Brotherhood, because of its experience and machinery, can help you. I hope you won't have any illusions about the Teague Case. I know Mr. Houston is brilliant and able, and I am glad he is helping. The Provisional Committee will support the case.

My main point is that the white firemen have one, big organization. The Negroes have one hundred little organizations, figuratively speaking. It is ridiculous to expect the same thing as white firemen have without paying the same price. You are not facing a problem because you are black, but because you are weak. And you are weak, because you are not organized. You need organization. That is your problem. Take Hitler and the German people today. With all their power they are trying to get others to support them. Great Britain is trying the same thing. It is power they want - it is power they need.

The white firemen laugh at you and wonder when will you wake up and get together. The Negro is weak. I am glad to say that everywhere I go, I meet with firemen and they express a desire to organize. I talked to a delegation at a convention last night about the Negro in national defense. What are we doing? Everybody is worried. We are not getting anywhere because Negroes are not organized. As I said before, if you put all your eggs in the basket of the Teague Case, you are lost.

Now we plan to form a citizens' committee of one thousand people to help mobilize public sentiment behind the colored firemen's fight. You need this. We can change the opinion of the International Brotherhood of Locomotive Enginemen and Firemen with the force of informed public opinion. But we must get together to do this. Even though your problems are hard, if you have courage and ambition, you can win, because you have justice on your side. You take slavery. There is no more reason why there was slavery in 1840 than in 1863. You can't justify slavery. Even when you had the majority on all the roads, you didn't have power. You had no organization. You must follow the pattern of the white organizations and state your case to the public. When you have men like Drs. Conant of Harvard University, Hutchins of the University of Chicago, Mayor La Guardia of New York, Frank Graham of North Carolina University, Mrs. Roosevelt and others, you can break down the haughty attitude of the white locomotive firemen.

You have never had these people speaking in your behalf. But you have got the job of staying here, to be on the job so you can fight. Tonight, we open this fight in a public mass meeting. Rabbi Edward L. Israel of the Central Conference of American Rabbis; Reverend John L. Mixon of the Department of Social Welfare, Federation of Churches; Reverend James Myers of the Federal Council of the Churches of Christ in America; and the Right Reverend John A. Ryan of the National Catholic Welfare Conference, will speak in your behalf. This is the kind of support we need.

Tomorrow morning we are going to complete the work of the Provisional Committee. We are going to get down to business and plan to fight for our jobs. Anybody who is unwilling to fight for life is not worth having life. We are going to save these jobs. And we will fight like hell anybody who stands in the way of safeguarding our rights.

BROTHER S. M. CLARKE:
Roanoke, Virginia
Mr. Randolph, do you think it would be more beneficial to abandon our court fight and get into this organization?

PRESIDENT RANDOLPH: There is no implication in anything I said that would lead you to believe that you should abandon your court fight. I have simply tried to tell you that you can get more with a powerful organization than without it. We may assume that you win the court fight. There is no assurance that it will work out in its application without a powerful organization to police the rights of the firemen under the law.

BROTHER F. C. CALDWELL: I want to make it clear that I am for unity. How we shall achieve this unity, I don't know. Under the Railway Labor Act of 1934, all firemen are given the right of representation. All we are fighting for is that the Negro firemen get this right of representation.

I am for unity. I am for one, big organization. What I can't understand is why Mr. Robertson doesn't want to give us a hearing, and why he does not want to deal with us on the job.

PRESIDENT RANDOLPH: The reason for that is simple. The white people know the Negro fireman is without power. When you haven't got any power, you can't fool anybody.

BROTHER ARTHUR LEWIS: Mr. Randolph, do you contend there is not a national program to organize the Negro firemen anywhere?

PRESIDENT RANDOLPH: There are national programs and national programs. The question is, is there a national program effective anywhere? I say there is no such program, and we might as well admit that fact.

BROTHER ARTHUR LEWIS: I agree with you when you say that we can't wait on the Teague Case. I have here a contract dealing with the question of seniority. This came because of pressure and protests from the men. You say again, any body of workers can join the AFL. I don't believe you.

MR. M. P. WEBSTER;
First International
Vice-President, BSCP
Chicago, Illinois

I want to apologize for waiting so long to speak. I am familiar with the conditions of the firemen. The past few moments of questions and answers prompts me to speak. From the outset, I want to say that the Brotherhood of Sleeping Car Porters is sitting pretty. We could close up our arms and take our eight thousand Pullman Porters and forget about you. We have had every problem you have. The Pullman porter was a problem. But today, we have an organization. We have a contract. We are improving that contract. The Pullman Company recently made a statement in which they said that they don't want to deal with anybody but us; we think you know us and we know you.

We have travelled all over the South, and everywhere we have gone we have been contacted by firemen, and they all want to know the same thing: "Can you do anything for us?" In the AFL Convention, they came asking me, "What can you do for us?" We have given serious consideration to this matter. I think we know something about the problems of the Negro workers, including the Negro fireman.

Now, from the questions you ask, you want to know what can we do for you that you can't do. Well, let me tell you what we can do that you can't do.

When the Railway Labor Act was amended, there were no other Negroes here in Washington to represent Negro railroad workers, except the one representing Pullman porters. You were not here. We came here and found the Pullman porters left out of the Act. The white workers needed votes and we told them that unless the Pullman porter was written in the law like all other groups, we would give the Senators the excuse they needed to vote against the amendment. That is one thing we have done.

We have already spent $2,000 of Pullman porters' money for the benefit of colored firemen, and the little money paid by you for registration isn't a drop in the bucket. The conference alone cost $600 and all we are getting from this program is new trouble. I want you to know that we are not going to get anything out of this matter.

The American Railroad Executives' Association has already drawn up a number of amendments to change the law. I don't know how you feel about it, but it seems to me that we have the same kind of fight. The fight we waged worked for the Pullman porters, and I feel it can work for you.

The American Federation of Labor gave jurisdiction of the Pullman porters to the Order of Sleeping Car Conductors. We protested to President Green, and today, because of the fight of the porters, we have the only international among Negroes in the world.

Some time ago, we spoke to President Green about your plight and he said that if we present application to the Executive Council, they will give it serious consideration. And so we feel we can get the right to represent you from the AFL if we wanted to. We are presenting to you a proposition. You can take it or leave it.

We have heard the same kind of arguments presented here this afternoon that were presented back in 1917 - 18. The situation hasn't changed. And while I don't say this in criticism, I do want you to know that we are expecting you to carry out your obligations. I am a practical man and I happen to have most of the dirty work to do, and I speak in language you can understand.

I don't like the slurs and slighting remarks and deliberate misrepresentation of the statements of representatives of the Brotherhood. We don't have to take it and we wont take it. Brother Clark of the Firemen's Association has deliberately made false charges against the Brotherhood, and I want to let him know - and this conference know - that we understand the motives behind his remarks.

J. L. LE FLORE:
Mobile, Alabama

I am here as an interested observer. Mr. Caldwell will tell you how I became interested in the Teague Case. He had been trying for some time to reach the President of the Railroad, but to no avail. Because of my connections and previous association, I made it possible. The Brotherhood of Sleeping Car Porters' officials are men who can help you. They can contact your congressmen, your senators, and the leading people of this country. They have had experience. They know your problems. They are men of integrity, and you will be doing yourselves an injustice if you fail to take this opportunity to unite and build for greater power.

I am interested in your staying on the job. I have a daughter. I want you to stay on the job so that you can make a salary, if perchance she marries a railroad man.

I know there may be some selfishness expressed. You may not want to give up your office. But the fact is you can't get anything without intelligent leadership and unity. I am a government employe. What you do is not going to give or take a job from me. But I am interested in my people. I have been threatened to be run out of the city because of the civic work I do. But I keep on doing my duty because I feel it is correct. I am not getting any pay. I am sacrificing my time.

I know the leadership of the Brotherhood of Sleeping Car Porters. I hope you can see the importance of giving support to this effort to make this effort epoch making, and formulate one big union for which you have assembled.

W. S. ANDERSON:

I want to make an announcement. But before I make this announcement, I want to say that I hope you will be able to appreciate the fine leadership of the Brotherhood. What is being done here is not being done with any selfish motive. Brother Randolph could have been a millionaire today. The Pullman Company would have been glad to pay him millions of dollars to keep the porters from organizing, but they soon learned that Randolph and the Organization were not for sale.

Now I think it has been well said we do not need the firemen to help our Organization. Our Organization simply wants to help you. Now, for the announcement. We are holding this mass meeting tonight that Brother Randolph has already made reference to. It is my hope that all of you will attend since this is your program.

Tomorrow afternoon, we are holding a luncheon for you in the Cafeteria of the YMCA. The cost of the luncheon is $.75. You can pay for your meal at the table. I am looking forward to your cooperation in all these matters.

As Local Chairman of the Organization, I want to extend to you a hearty welcome and to pledge you what support the Local can give to make your stay comfortable and enjoyable.

The conference was adjourned at 7 o'clock, to be resumed Saturday, March 29th, at 10:00 AM.

PUBLIC MASS MEETING
of
THE CONFERENCE FOR COLORED LOCOMOTIVE FIREMEN

Washington, D. C.
March 28th, 1941

The Public Mass Meeting of the Conference for Colored Locomotive Firemen was held at the Garnet Patterson Junior High School, Tenth and V Streets, N. W., Washington, D. C., on Friday evening, March 28th, 1941. Mr. W. S. Anderson, President of the Washington Division of the Brotherhood of Sleeping Car Porters, presided.

The invocation was pronounced by Reverend Oscar Rand of the Park Road Community Church. The audience then sang "God Bless America." During the meeting, musical selections were offered by Mr. Chauncey Brown, Mrs. Louise Beleno, and Mr. Laurence Whisonant.

CHAIRMAN ANDERSON: FRIENDS: We are very happy to have you come out tonight to attend this meeting, the purpose of which is to acquaint you with a few facts attendant to the problems of a group of our American workers. This group I refer to is that of the colored locomotive firemen of the south.

There is not a group of workers in America who has made a greater contribution to the development of the southern section of our country than the colored firemen. For sixty years, they have fired engines under extreme hardships. In recent years, the engines have been modernized. The job has been made a little easier, and the result is that they are being discriminated against, denied their seniority rights, which is a principle recognized throughout the railroad industry. What these men want is justice. We feel that our democracy will and must give them justice.

We have with us tonight Reverend John L. Mixon, Director, Department of Social Welfare of the Washington Federation of Churches, who will now speak to you. Reverend Mixon.

REVEREND JOHN L. MIXON: Mr. Chairman and friends: I am glad to have this opportunity to express my interest in the cause of the Negro Fireman. We hear a great deal about democracy today, now that it is being attacked throughout the world and we are spending billions in the defense of it. But our great contribution to democracy is to preserve it from within. One method of doing this is to guarantee equal employment opportunities for all. Any act which limits the employment opportunities of any group in our nation is contrary to the basic principles of our democracy.

A recent statement by our new Ambassador to Great Britain, John G. Winant is much to the point:

> "We could not expect and we cannot now expect that a citizen with no share in the benefits of democracy will give his faith and his life for the preservation of the empty promises of democracy -- to win the war or to build defense, we must first justify our beliefs by strengthening the fundamental economic, social and civil rights of all free citizens."

It is in this spirit that we have met here tonight, and I wish to pledge you my full support in this cause.

CHAIRMAN ANDERSON: I have here a telegram from Rabbi Edward L. Israel, Chairman Social Justice Commission, Central Conference of American Rabbis. It reads as follows:

> AN UNFORESEEN DEMAND IN CONNECTION WITH MY CONGREGATIONAL DUTIES FORCES ME TO REMAIN IN BALTIMORE TONIGHT. I REGRET THIS EXTREMELY BECAUSE I WANTED TO BE PRESENT IN PERSON AT YOUR MEETING TO EXPRESS MY STRONGEST SYMPATHIES AND MOST FERVENT SUPPORT TO YOU IN THIS CAUSE OF THE COLORED FIREMEN. MAY I IN LIEU OF MY PERSONAL APPEARANCE SEND YOU THIS WORD OF ENCOURAGEMENT AND COOPERATION NOT ONLY FOR MYSELF PERSONALLY BUT IN BEHALF OF THE SOCIAL JUSTICE COMMISSION OF THE CENTRAL CONFERENCE OF AMERICAN RABBIS. IF THERE IS ANY WAY IN WHICH WE CAN HELP YOU TO ACHIEVE JUSTICE FOR THE COLORED WORKER PLEASE CALL UPON US.
>
> RABBI EDWARD L. ISRAEL CHAIRMAN SOCIAL JUSTICE
> COMMISSION CENTRAL CONFERENCE OF AMERICAN RABBIS.

And now we will hear from Reverend James Myers, Industrial Secretary of the Federal Council of Churches of Christ in America. Reverend Myers.

REVEREND JAMES MYERS: While the right of labor to organize has been staunchly defended for many years by the Federal Council of the Churches of Christ in America, as an expression of democracy in industrial relations, it is clear that any labor union which bars Negroes from membership is not practicing democracy.

The Federal Council, at its meeting in Atlantic City in December, 1940, officially recorded its conviction that 'not only has labor a right to organize but also that it is socially desirable that it do so because of the need for collective action in the maintenance of standards of living,' but the Council also officially appealed to labor unions 'to practice democracy in control, and not to discriminate against any workers because of color or creed.'

I feel sure that a way will be found by the labor movement in this railroad situation to guarantee job possibilities and democratic rights to Negroes as well as to white workers."

CHAIRMAN ANDERSON: I would like to read to you the following telegram:

OUR BEST WISHES FOR SUCCESS WITH YOUR LABOR CONFERENCE
WITH THE FIREMEN. FRATERNALLY YOURS
S. L. BENNETT PRESIDENT
JACKSONVILLE DIVISION
BROTHERHOOD OF SLEEPING CAR PORTERS

(The Right Reverend Msgr. John A. Ryan, D. D., Director of the Department of Social Action, National Catholic Welfare Conference, who was scheduled to speak at this point, was unable to attend the meeting. The following letter was received from him:

March 31, 1941

My dear Mr. Randolph:

This is a belated apology for my failure to appear and speak at the meeting last Friday night. I do not recall another occasion when I felt so disappointed over my inability to keep a speaking engagement. I am subject to attacks of indigestion once in a while, and Friday evening seemed to be the time when one was due.

I regret the fact greatly because I was strongly desirous of showing my sympathy with the righteous cause which the meeting was organized to promote. Perhaps I may have another such opportunity some day.

Sincerely yours,

/s/ John A. Ryan

CHAIRMAN ANDERSON: We will now hear from Mr. Robert J. Watt, International Representative of the American Federation of Labor.

MR. ROBERT J. WATT: At a time when the slash of human savagery is abroad in the world, with war more threatening than ever, and the fear of dictatorship menacing citizens of every nation, with world economic structures tottering, and the flames of racial and religious hatreds being engendered the world over, I find it difficult to know where to begin.

However, I think the solution of your problems and our problems depend upon our making a real effort to eliminate the conditions out of which the dangers to our way of life can arise.

Equality of opportunity and real representative democracy should be the twin pillars of our representative form of government. They are the test of our progress. But they won't function on all cylinders until we remove from the path of progress the subtle forms of race discrimination which operate to curtail the rights of Negro workers, the vicious lynchings which constitute a blot upon our nation, and the Poll Tax which denies the right to vote in violation of Constitutional rights.

The degree to which we will be successful in changing those conditions, will be the degree in which working people are well organized and well represented by men like Phil Randolph and Milton Webster. None of us get very far by pitying ourselves and being meek and docile about it, but we can go places if we will assume our responisbilities and demand a high type of leadership and back it up with energy and intelligence.

You have a right to look to government in a democracy to protect the human right, regardless of race, color or creed, of each individual to be assured a chance for earning a decent living. You have a right to look to government to protect legitimate property rights--but only those which serve the best interests of the community. You have a right and duty to object to any concept of government which denies the right of any citizen to progress.

Democracy is not merely a set of machinery to be installed upon order. It requires a fertile soil enriched by the fibre of courage, discipline and tolerance.

The success of democracy in our nation will depend in the future upon the intelligence, education and zeal of its members as well as upon its physical defenses against aggression from without or sabotage from within. It will advance only by progress and freedom of the intellect and conscience of all the people whether they sit in the executives' arm chair or toil in the cotton fields.

We in the United States have a political democracy. We want also an economic democracy in which the representatives of all groups can sit down together in harmony and solve the basic problems of production and distribution which must be solved if our system of government is to be preserved.

American workers are as jealous of property rights as any other group of American citizens, but workers see property rights as a means for the advancement of human rights rather than as a repression of the many for the excessive comforts of the few.

The needs of the multitude can be a bulwark for our representative system of government and for our s stem of private property if the multitudes are given the opportunity to earn enough to live on and enough to keep the wheels of industry and commerce functioning. None of us want to think of the alternative to representative democracy. We shall not need to risk chaos in our land if those who have been privileged will understand that workers should be their friends and partners rather than their enemies.

Let us view the past only so as to avoid repeating mistakes. The challenge of today is not one of breast-beating for our sins of omission and commission of yesterday.

Races, creeds and classes can better live in peace together in our great country when we have a real industrial democracy which will provide that every man and woman who needs to work and wants to work is assured of a job and of a job which yields him a fair living wage. Just as long as human beings have to fight for their very existence we are bound to have feelings of discrimination and discord against competitors for the job.

When a worker is down to bed rock and is hungry, clear thinking is never possible and the person who is competing is looked upon as an enemy, and if he is of a different race, color or creed, the antagonism is focussed on this difference instead of on his being a competitor.

Let us agree if we are to preserve our democracy and make the oligarchy of commerce and industry serve the needs, and hopes of the American people that we have common problems regardless of our race, color or creed.

And let us agree that we can best preserve that democracy, and that heritage of freedom for both today and tomorrow by joining together and making a real effort to give to more than one hundred and twenty million Americans a fair share in the operation and fruits of the magnificent economic democracy which we can build together.

CHAIRMAN ANDERSON: May I introduce to you now, a young man who is one of the founders of the Brotherhood, Brother Webster, First International Vice-President of the Brotherhood of Sleeping Car Porters.

MR. WEBSTER: Brother Anderson, Ladies, and Gentlemen. I have known Brother Anderson for many years and we have disagreed on many things. But this is one time that we agree. That is when he presented me here tonight as a young man. That's definitely agreed upon.

I find as I travel about the country, there seems to be almost an hysteria among the Negro people in various parts of the nation on the question of the recent discrimination in national defense. It has been quite a puzzle to me as to just why there should be so much concern about it at this particular time, since the discrimination in national defense is just a continuance of a government policy of discrimination that has existed from time immemorial. We have always had discrimination in the army, in the navy, and in the air force, as well as in industry. And it appears to me that if we do not act any different in reference to discrimination basically, than we have acted within the past 25 years, we will have the same question to confront us in the next war, some 20 years or more hence.

We are here in Washington for the purpose of conferring with the colored locomotive firemen in an effort to try to develop a program to remedy some of the disadvantages under which they labor. This conference was not just spontaneously called, but it was called after this Organization had made a very comprehensive investigation and had done much research work in the interest of this class of men.

The Organization was prompted by the appeals that had been made to us by the locomotive firemen from all parts of the country. Now since the Brotherhood has accomplished some measure of success, it feels obligated to lend its aid to other groups of Negro workers in order to help them improve their lot. It so happens that nobody called any conferences in our behalf. On the contrary, we found most of the leaders of thought among the group as well as many newspapers, politicians, and preachers opposed to the organization of the Brotherhood.

Now, we could just as well close up our ranks and devote our time and energy to Pullman porters alone, since we enjoy a rather pleasant relation with the Management. We have got a good contract, our men are making good money, and generally, we are getting along all right. But it is the policy of this Organization to assist any group of Negro workers in an effort to unionize themselves, in an effort to better their conditions. And this effort in behalf of firemen is just one more group that we are trying to help. The train porters came to us for assistance, and we, after having obtained jurisdiction from the AFofL, have taken them into our fold.

Now with reference to the Teague Case. While it is of recent origin, yet the conditions that prompted the Teague Case are by no means new. The condition of the firemen and their complaints have been the same for a number of years. More than 20 years ago, I heard the same complaints coming from firemen in a convention then assembled, as I heard this afternoon. And because of these complaints coming to our Organization, our Convention directed our International officers of the Executive Board to do whatever could be done in the interest of assisting the Negro locomotive firemen, as well as other groups throughout the nation.

Today, the Negro fireman is being shoved off the job. Prior to the event of the World War and the National Railroad Administration, the pay of Negro firemen was considerably less than the pay of white firemen. During the war time period, the pay was equalized, and since that time, due to mechanical inventions, the fireman's job has been made easier. With stokerized engines and Diesel engines, the fireman now instead of shoveling 15 or 20 tons of coal per trip, now has what may be classified as a white collar job, and it naturally is attractive to the white man. And because of the inability of the fireman to protect himself, he is being gradually eliminated from the job, and if some definite steps are not taken to prevent loss of jobs by locomotive firemen, it will be only a matter of a few years before Pullman porters and other Negro railroad men will be in the same plight.

In my day, a Pullman porter's salary was $25 per month. Today, it averages $100 per month, and as time goes on, it will be increased. And just as the white man now seeks the job of the fireman because it is a good job, so he will in years to come seek the job of the Pullman porter when he gets to the place where the porter's job is as attractive as the fireman's job.

Now, a word about discrimination. And that is the side of the trade union movement you hear most of. You can always get an 8 column headline in a colored paper on the discrimination of the trade union movement. But why should we be so alarmed about discrimination in the trade union movement, when we are all aware of the fact that it is an American policy to discriminate; that in all organizations dominated by white people in this country, we are confronted by discrimination. And it must be fought wherever found.

But the Brotherhood submits that it can be fought only by aggressive organization inside of the labor movement, better than it can be done by organizations outside of the labor movement.

The Negro has 2 obstacles to fight. One, he has the same problems that all of the workers have, and in addition to that, he has the problem of fighting prejudice both from the white employer and from the white union. It might be well to say in passing, however, that white men, and particularly white railroad men, do not enjoy the benefits of this splendid labor legislation referred to by a previous speaker because they are white, but they enjoy it largely because they are the best organized force of workers in America.

Now, a word about the Railway Labor Act, referred to here by a previous speaker. During thellast World War, the government took over the railroads as a part and parcel of the National Railroad Administration, headed by Director General, McAdoo. Under the edicts of the Railroad Administration, there was equal pay for equal service between men or women, or between blacks or whites. When the railroads were turned back to private ownership, there was passed a law known at that time as the Transportation Act of 1920. Some five or six years later, this law became definitely unsatisfactory to both management and organizations, and after a series of conferences between the Railroad Labor Executives Association and the managements' organization, a law was agreed upon and then submitted to Congress by both parties which resulted in the enactment of the Railway Labor Act of 1926.

This law was known as contractual legislation. Several years later, the Railway Labor Act was amended in 1934. At the time that the amendment of the Railway Labor Act was pending before the Committee of Interstate and Foreign Commerce, there were 150 men from the white organized unions on railroads here in Washington for the purpose of protecting the interest of white railroad workers. Not one representative was here representing the 250,000 or more Negro railroad workers except that representative sent there by the Brotherhood of Sleeping Car Porters in the person of A. Philip Randolph.

These white representatives of organized labor were interested only in those who were their members and were not particularly bothered about Negro workers. And had the Pullman porters not had the foresight to have an organization and a representative there to protect its interests, the Pullman porters as well as the dining car waiters would be in the same plight today as the colored locomotive firemen, in not being able to take a case beyond the management in appeal.

And I submit to you that the problem of the Negro locomotive firemen as well as other Negro railroad workers is a problem of organization; solidifying themselves for the right to stay on the job. It is a question of organization, and while legal victories before the courts are a very,very fine thing, yet if in this labor world you don't solidify yourselves into powerful organization, you can get all the decisions you want from the Supreme Court and you still won't get anywhere.

Now the first speaker made references to the question of taking cases to the United States Supreme Court, offering that as a method to be used in breaking down these discriminations.* And while a favorable decision from the Supreme Court on any of our problems will be helpful and should be encouraged, that in itself will not solve the problem. He made reference to a decision by the United States Supreme Court in which the Court ordered a state university in Missouri to admit Negro students. This was a fine decision, but despite the fact that the Supreme Court rendered the decision, Negroes not only have not been admitted to the State of Missouri University Law School, but on the contrary, there has been set up in St. Louis, in the old Poro College building, a complete Jim-Crow law school where Negroes who study law are taught.

This is an example of the contention that Supreme Court decisions, while helpful, by no means solve the problem; and that if prejudice and discrimination is to be eliminated in the labor movement, as well as in American life, it must be eliminated by Negroes themselves through strong organizations.

The best method, however, for fighting discrimination in trade unions is from the inside. So the Brotherhood of Sleeping Car Porters got on the inside of the labor movement where we, for the past eleven years, have been carrying on a constant fight against these discriminatory practices and have met with some measure of success.

The Sleeping Car Porters would be subjected to the same discriminatory practices of the labor movement if we did not have an organization. We were originally left out of certain clauses of the Railway Labor Act as it was amended in 1934. Inquiry among those responsible for the amendment only got us a shrug of the shoulders. But we prevailed upon the railroad labor lobby that if the words sleeping car porters and dining car employes were not included in the clauses, that we would lobby against the bill before every congressman who had a black constituency. And as a result of this position, the words sleeping car porters and dining car employes were added to the law, and now those employes have the same rights before the National Railroad Adjustment Board as do the four big Brotherhoods.

Shortly afterwards, the AFofL gave jurisdiction of sleeping car porters to the Order of Sleeping Car Conductors, a white organization with a color clause in its constitution. But we didn't cry about it on anybody's shoulder, or condemn the whole labor movement, but we went before the Executive Council of the AFofL and fought our own battles and finally prevailed and obtained an international charter on the same par with all other national and international organizations in the American trade union movement.

We had similar difficulty with the Railroad Retirement Board. It, through its Chairman, Mr. Latimer, did not want to recognize us as an organization, national in scope, But we didn't cry about the discrimination, but constantly went before the Board and presented our conditions, backed by a strong organization, and we finally prevailed, and now have the same rights under the Railroad Retirement Act as any other organization.

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*Mr. Webster is referring to the address made by Attorney Charles H. Houston, who discussed the Teague case at this meeting.

This did not come by the grace of God. It came because Pullman porters organized and financed a strong organization to protect their interests. And what has been done by Pullman porters can be done by other groups of Negroes if they will pay the same price. It was over twelve years from the time that we started to organize until we became recognized by the Company, and that after the expenditure of hundreds of thousands of dollars, all coming from the pockets of Pullman porters.

I have been in this struggle in the interest of the organization of Negro workers for many years, and I want to leave this thought with you, based upon my varied experiences, and that is that the great problem facing the Negro that must be solved by him is not prejudice and discrimination, but the problem of getting the Negro worker to recognize the fact that he must become a solid organized unit and fight his own battles if he is to participate fully in the fruits of his labor.

White men have had to fight other white men in order to get justice. I have seen, during the 1893 railroad strike, the white United States soldiers shoot white railroad workers in the back. Now if it has been necessary for white workers to organize to get justice from white employers, it certainly is equally necessary for black workers to organize to get justice from white employers, who in addition to having the burden that all workers have, also have the burden of fighting race prejudice. Hence, we have two fights. One because we are workers and the other because we are black workers.

I submit to you that an organized fight for the rights of Negro workers is the only kind of a fight that will give security to the Negro workers of America.

CHAIRMAN ANDERSON: And now, Brother Randolph, the International President of the Brotherhood of Sleeping Car Porters, will say a few words to you.

MR. RANDOLPH: Distinguished guests, Firemen, Delegates to the Firemen's Conference, Ladies and Gentlemen: I am not going to make a speech, so you need not be disturbed. I just want to extend my appreciation for the fine and stirring talks made by the speakers. I want to congratulate the soloists for the contributions made to this program. You would have been thrilled to have sat in the Conference today and listened to the deliberation of the firemen who have come from all sections of this country.

We are glad to have had this Conference. I am confident the firemen will win. It requires courage, sacrifice, and determination, and the Brotherhood of Sleeping Car Porters will do its part to help the firemen win. I thank you.

The meeting was closed with the singing of the National Anthem.

SATURDAY MORNING SESSION

Washington, D. C.
March 29th, 1941

The Conference for Colored Locomotive Firemen, held under the auspices of the Brotherhood of Sleeping Car Porters, was called to order by Mr. M. P. Webster, Chairman of the Resolutions Committee, in the Twelfth Street Young Men's Christian Association at 10:00 o'clock.

Prayer was offered by Brother J. H. Atwater, delegate from Jackson, Tennessee. The delegation then sang the Brotherhood's Marching Song, "Hold The Fort."

MR. M. P. WEBSTER: The job before us this morning is the consideration of the recommendations made by Brother Randolph in the interest of setting up a Provisional Committee to organize a national organization of firemen. I shall at this time read to you the recommendations.

1. Colored firemen must organize a labor union, national in scope, and it must eventually embrace some 90 or more per cent of all the colored firemen on the railroads. This is absolutely necessary in order to coordinate all of the moral and financial forces and resources of the colored firemen on the various railroads and centralize power and leadership so that the fight of the colored firemen may be directed to one common purpose.

   To this end, I recommend that a Provisional Committee for the organization of all colored firemen into a single labor union and the coordination of all of the forces and resources of this class of colored railroad workers for their common well-being and progress be formed.

   I cannot see that it will be possible for the Negro firemen to survive except that there is this national unification for power in order to struggle for justice for the locomotive firemen of our people.

2. This Provisional Committee for the organization of colored firemen into a national labor union must wage an aggressive and militant organization campaign.

   Today, there is no systematic campaign going on anywhere to organize Negro firemen on a broad, national scale that will centralize power and leadership.

3. The existing organizations of the colored firemen have served a splendid purpose, but it is no injustice to them to state that they are not adequately gauged and geared to master and grapple with the problems of organization, propaganda and negotiation, to measure up to the challenge that faces them.

PAGE 47 MISSING IN THE ORIGINAL COLLECTION ratio of colored firemen to white. Such a Committee of American citizens could also bring pressure to bear upon the Brotherhood of Locomotive Enginemen and Firemen such as never occurred before that may cause them to consider the changing of their policies toward black firemen.

10. Because it is vitally important for the colored firemen's movement to build a strong treasury, I recommend that no salaries be paid the officers of the Provisional Committee to organize colored firemen.

    It will be necessary, however, for expenditures to be made for the promotion of the organizing campaign for such items as travel, stationery, the holding of organization meetings, the development of a national committee for the support of the colored firemen, lawsuits, efforts in the interest of favorable legislation when deemed advisable, office and necessary paraphernalia.

11. Since there should be a centralization of control and power over all important maneuvers involving a national policy affecting the work, wages, agreement making and organization of the colored firemen, I recommend that when, as and if, the officials of the Association of Colored Railway Trainmen & Locomotive Firemen, Inc., and the International Association of Railway Employes, Inc., meet in conference and agree to have their membership join in with the Provisional Committee, that the case of Ed Teague, with his consent, of course, be taken over by the Provisional Committee so far as this procedure does not conflict with or impair the merit and legal validity of the case.

    This will mean that the Provisional Committee would assure the financial responsibility of prosecuting the legal fight.

MR. WEBSTER: Some of the questions before the house are in connection with application and membership cards being printed and the campaign of organization started.

Shall the conference recommend that Brother Randolph be made Chairman of the Provisional Committee, and that he be empowered to set up such machinery as will be needed to carry out the recommendations. Any other resolutions or recommendations that may come before this conference will be expressed as soon as you have accepted or rejected this recommendation. As soon as 7 men have paid their joining fee in any community, a local division may be set up.

BROTHER A. E. FIELDS: Mr. Chairman, I move that the recommendations be accepted as read, and that Brother Randolph be made Chairman of the Provisional Committee.

MR. WEBSTER: The recommendation has been moved and seconded. What is your pleasure?

BROTHER S. M. CLARKE: I rise to express my unreadiness. I want you to consider what you are doing this morning. I don't want you to jump into anything that will harm or hurt you. Our life or death depends upon these resolutions. I want you to think it over. Can you furnish me a copy of these recommendations?

MR. WEBSTER: I think that can be arranged.

BROTHER WILLIAM HICKS: Question. What are you going to do with the 1926 Railway Labor Act?

MR. WEBSTER: That is a big question, and I am not able to answer it in the time allotted me this morning, but this whole conference is geared to deal with such problems.

BROTHER OSIE LONG: Mr. Chairman, the Brother has just raised a point. We can't consider the past and move forward. I am here as a representative of my group. I am here with my friends. I have known Brother Webster for 25 years. We have talked together and I think that if we are patient we might get somewhere. I do not hold to an opinion. I want to deal with the facts. We can't put our feelings on the facts. They were presented in Brother Randolph's address. The two organizations that are here now are doing something for us, but they have no connections with the National Mediation Board.

BROTHER S. M. CLARKE: That is not true. My Organization has a charter and is registered and is recognized by all the Boards.

BROTHER OSIE LONG: The fact is my Organization was not listed and you have not been able to raise your case before the National Adjustment Board. The Brotherhood of Sleeping Car Porters has this right.

FROM THE FLOOR: Will the AFofL fight racial discrimination cases for us?

MR. WEBSTER: The AFofL will fight only for its members.

FROM THE FLOOR: Then will you accept a substitute resolution?

MR. WEBSTER: I don't know. Depending upon how or what it is. We have presented a plan and you can reject it or accept it. We are not going to change the principles of these recommendations.

BROTHER S. J. JOHNSON: I move the previous question.

MR. WEBSTER: We want to give sufficient time to all Delegates to express themselves freely.

BROTHER J. W. DANIELS: Some of you don't want to do anything. You want to discuss and confuse all of us with your little organizations. We have tried them for a long time and got little or nowhere. We have paid and paid and got nothing. We want this plan.

BROTHER W. M. ROSS: If any one of us was being drowned, and an interested party reached out for you, would you turn him down? No. We are drowning, and I don't see but one hope and that is the recommendations made by Brother Randolph.

BROTHER FRANK MCDONALD: The Railway Labor Act gives us a right to choose our own representation. If that is true, then why all the trouble? I move the previous question.

MR. WEBSTER: Are you ready for the question? All in favor let it be known by standing. McLaurin, count the votes.

(The Motion is carried 38 to 7.)

BROTHER S. M. CLARKE: I should like to ask that the recommendations be re-read for our Chief Counsel, Attorney Houston.

MR. WEBSTER: Time won't permit me to re-read the recommendations, but we will give all the men a copy and furnish a copy to your Counsel.

BROTHER OSIE LONG: We have been paying dues to 2 organizations, and something should be done for these members who want to affiliate with the Provisional Committee. We want to support them and they are helping us with our injunctions and court cases. I am concerned. I am asking that a fair some kind of compromise and carry on. I want you to work out some plan, something that they can work on.

MR. WEBSTER: Mr. Webster re-reads the third recommendation. We feel the very thing you speak of Brother Long can be worked out. We have had knowledge of their existence. We planned this Conference with this in mind. I presented a program to Weston in St. Louis when he was going to his convention, and he told me then that he didn't expect we could get to first base with our program.

BROTHER A. A. FIELDS: The American people have accepted majority rule and we are going to accept it here this morning. I feel we should get together and work out a plan. We can get together and work out a plan. I have been here since 1918. I have been to all the officials of our road and they tell me to get an organization and you can get somewhere.

What could I do trying to push a locomotive engine off the road. I have not the power. We must get together if we want power.

BROTHER S. H. RANDOLPH: There seems to be some misunderstanding about the workings of a bona fide organization. Attorney Houston made a splendid talk, but he'll go crazy, trying to fight your cases in courts with the support he is now getting. We want to help you but we can't unless we organize.

BROTHER S. M. CLARKE: What are we going to do with the Teague Case? I accuse Mr. Webster and Mr. Randolph of trying to pull us apart.

MR. WEBSTER: I think we have been very tolerant with you. You have heard the speeches and you know Brother Randolph has no desire to create confusion or to keep you disorganized. You also know that Brother Randolph recommended that we support the Teague Case both financially and morally. I think you deliberately wanted to misrepresent the facts. I think you know what the conference is about and you deliberately try to confuse the men about the Teague Case. I think you are vicious and deceitful and we have lost faith with you.

It was moved and seconded that Brother Randolph be made Chairman of the Provisional Committee and be empowered to appoint the officers. The motion was carried.

BROTHER F. C. CALDWELL: There has been much done and we must find some way to get together. I voted against the plan because the International Association of Railway Employes that I represent just couldn't jump up and vote on this plan without first carrying it to our Executive Board and then to our Convention in July.

You say you are going to support the Teague Case, but will you take it from here? This conference is largely represented by Atlantic Coast Line firemen, and I want to say to them that if you don't support the Brotherhood of Sleeping Car Porters better than you have supported other organizations, all you have done today will be in vain.

The white workers have been paying for their organizations for about 100 years, and if you get anywhere you will have to do the same thing. We are considering this matter seriously. I want you to know we will take it up in our coming Convention.

Now, so far as the Teague Case is concerned, may I say I agree with you in part that the Teague Case will help us in part, but not unless we have an organization can we get what we are entitled to. I am for organization.

BROTHER J. W. DANIELS: I didn't see any of you present a copy of the Railway Labor Act and explain it to us. We heard good speeches last night from all the speakers, but speeches alone will not solve our problems. We must get together because we represent a minority group. You may have a likely scheme but you are still a Negro. Anywhere you go you are going to fight prejudice.

You can stay here all day and argue just as we did yesterday, but Brothers Caldwell, Clarke, Hicks, and Houston, you take what you got and bring it over here and add your power to our power and that will make more power, and we can get somewhere, but we can not follow you.

MR. WEBSTER: The conference has voted 38 to 7 and there is no reason to go into all the past. I told Brother Randolph before we held this conference that the two Organizations would bring all the opposition they could to this conference. I know all the techniques and methods, and it appears that they are trying to play martyr to their cause with all the smart language at their command.

We have heard the same arguments from train porters; almost the same speeches. And I don't mind telling you that organizing Negro railroad workers is our business. The International Executive Board appropriated $5,000 to organize train porters and Negro workers. We want you to know we didn't have to do this. We could have paid this money in salaries, but they gave it to organize Negro workers and it is going to cost us some money to organize firemen.

We have left no stones unturned in formulating this program, but I trust that the majority of firemen will see the validity of our plan. This committee will be known as the Brotherhood of Sleeping Car Porters' Provisional Committee To Organize Colored Locomotive Firemen. The joining fee will be $5.00. Brother Totten will draw up application blanks and all the firemen who become members will pay the $5.00, and as soon as 50% or more of the firemen have joined the Committee, we shall hold a convention. It might be at this time that the firemen will decide they don't want to be bothered with the Brotherhood. It will be up to them to decide what they want to do and go into permanent organization.

BROTHER ARTHUR LEWIS: I want to secure some information. I understand that there are some men already in the AFofL. Are you going to take those men out of the AFofL and put them in this Committee?

MR. WEBSTER: I think you were here when we presented the program. There has been no reference to having colored locomotive firemen join up with the AFofL. We don't believe in federal unions. Read the records of the AFofL's Convention, and see what we have said.

BROTHER ARTHUR LEWIS: What's going to happen to our jobs while you are setting up this Provisional Committee?

MR. WEBSTER: You heard Brother Randolph yesterday, and you heard me also. Maybe you discredited all that I said, but you heard it nevertheless. I want you to know we will call a convention and let the men decide what they want to do. As I said before, maybe they will decide they don't want us. It will be up to them.

BROTHER OSIE LONG: I am not going back to Birmingham saying there was division in this conference.

We represent one big family. My opinion is not worth a damn in a storm like this. Let us support the Committee. All of us will join sometime and I hope we can get together.

MR. WEBSTER: I don't know how many men are in the organizations you represent. I go to St. Louis from time to time and talk about all your problems. Let's look at the situation realistically, and if you are sincere, you can join the Provisional Committee and not surrender a single man.

Now if we thought these two organizations were in a position to do what we feel should be done, we would have recommended them. This morning Brother Randolph discussed with me and Totten the question of putting some money behind the Teague Case. I don't know how much is needed, but I want you to know that we are familiar with and seriously concerned about the Teague Case and all your problems.

FROM THE FLOOR: I move that the recommendations of the Committee on Organization and Resolutions in the interest of Negro firemen be submitted to Brother Randolph for execution.

(The Motion is Carried.)

MR. WEBSTER: We have finished the work of the Provisional Committee. You have shown by your vote, the will of the conference. I want to thank you for your cooperation and will entertain a motion that the conference accept the recommendations of the Chairman of the conference, Brother Randolph, as the recommendation of the Organization and Resolutions Committee of the Washington Conference of Colored Firemen.

(The Motion is Carried.)

MR. WEBSTER: I now turn the conference back to Brother Randolph.

PRESIDENT RANDOLPH: This conference will be far reaching and epoch making in the lives of Negro workers, and particularly in the interest of the colored locomotive firemen. It is my hope that we may move forward from this moment on.

I want to submit to the conference two resolutions.

THE TEAGUE CASE

WHEREAS, the Teague Case, sponsored by the International Association of Railway Employes and the Association of Trainmen and Locomotive Firemen, to protect the seniority rights of colored firemen is of vital and far-reaching importance to colored firemen;

THEREFORE, BE IT RESOLVED, That the Conference of Colored Locomotive Firemen go on record as supporting the Teague Case, morally and financially.

SENATE RESOLUTION #75
On National Defense and the Negro.

WHEREAS, Senate Resolution #75, sponsored by the NAACP to secure an investigation of discriminations against Negroes in National Defense by the United States Senate, will help the Negro people ;

THEREFORE, BE IT RESOLVED, That the Washington Conference of Colored Locomotive Firemen go on record as endorsing this Resolution.

(The Resolutions are accepted.)

PRESIDENT RANDOLPH: We have set up machinery to prosecute the cause of organizing the Negro firemen. If it is necessary for white firemen to be in one Organization, then it should naturally follow that Negroes should be in one Organization. Yesterday, we discussed the problems and the laws affecting the firemen, and I am not going into that this morning. The job of the Committee is organization. When you have organization, you can do anything you have power to do.

I find you have too many organizations as a whole, and we must sacrifice some of our pride and attachment to any special organization to build up power. I feel that the Teague Case will be won. I believe the Teague Case is the most significant case presented in the fight of Negroes against discrimination. I agree with Brother Webster that after we have gone to the trouble of stating our position on the Teague Case, and you try to misrepresent the facts, that it does not show good faith. I want you to know that the Brotherhood of Sleeping Car Porters has gone through many things, both legal and otherwise. I want you to know also that Mr. Houston is one of the most able attorneys in America, white or black, and I am glad to see his interest in this case. I can understand Brother Caldwell's position. He cannot commit his Organization to this program without some authorization.

Now, we will not give our support to anything unless we have faith in it. Any time you start organizing Negro workers, you are just taking on more trouble. Organizing colored people anywhere is nothing but trouble and we don't want you getting up here giving out subtle statements and dubious opinions as to the motives of the Brotherhood. I am glad we had a fine meeting last night and that will have much weight on your case.

Mr. Myers said that when he heard Attorney Houston speak about discrimination of the white unions, it made him mad, and he wanted to know what he could do to help in this good work. I told him we were going to organize a Citizens' Committee of 1,000. He said he would be glad to cooperate with us.

Brothers, I am thinking of holding meetings where we can reach larger numbers of firemen. Can you tell me what points will be better located for these meetings?

(Atlanta, Savannah, and Jacksonville were recommended as centers for such meetings.)

We have with us Attorney Charles H. Houston, and I think it would be well to have him say a few words.

MR. HOUSTON: I was at a little disadvantage last night because the public and railroad men are not interested in the same things. When we started out on the fight for the Teague Case, we were up against a blank wall. The Mediation Board is run by the government and is paid by the government. The Railroad Adjustment Board is composed of one-half management and one-half employees. If you become organized you will be able to see all contracts. If the Teague Case is won, the management will have to tell all employees what is being done. We are also working on several other cases.

If we don't win one we are sure to win another. The Teague Case is going to the Supreme Court and it will need everything.

PRESIDENT RANDOLPH: I should like to present to you Mrs. Tucker. Although this is a man's meeting and you don't have any women firemen, you will nevertheless need the services of the women. Mrs. Tucker has done meritorious service for the Brotherhood. She was with us in the dark days, when the fire was hot. She is now President of our Local Auxiliary and Secretary-Treasurer of the International Ladies' Auxiliary. I present to you Mrs. Tucker.

MRS. TUCKER: I am delighted to be here. I was here yesterday and noticed your enthusiasm. May I say just as the public had to be educated on the Pullman porters and their problems, they must be told about your problems. I saw one of your men come in in his uniform. It did something to me. I don't know how long he traveled but I was glad to see him. He represents the dignity of labor.

You can be organized just like the Pullman porters. You have different problems and they are difficult, but you should not be discouraged. You don't have the same kind of fight we had, but traitors and spies will try to deliberately undermine you. We had these to contend with. They told the Pullman Company all about the wives and children of the porters, and things we attempted to do to support our Brotherhood, and kept the men afraid.

Some of the men didn't want to tell their wives about our struggle. But, I tell you they needed to know your problems. You don't talk enough about your problems. White workers inform their women so that if they are faced with the struggle, their women can help.

You must subdue selfishness and have patience to do the thing you want done. You may have to go from house to house and preach the gospel of organization. You may be insulted, but you must not be discouraged. Go back again and again. If there is any aid the Ladies' Auxiliary can give as an Organization, feel free to call upon us. We are willing to help you in any way. You have leaders who are the sons of former slaves, and they have courage and will fight to see that you get what you are entitled to in this great country.

PRESIDENT RANDOLPH: I want to present to you another of our heroic workers who has done much to make this conference successful. He is President of the Washington Division of the Brotherhood of Sleeping Car Porters. I present to you Brother Anderson, who would like to make a few announcements.

MR. W. S. ANDERSON: I am glad to see that the Brotherhood of Sleeping Car Porters has reached the position that it can help the Negro firemen make one big organization. I am glad the Washington Local has been of service to you, and I trust you will feel free to call upon us for any additional service we may render.

After this meeting, we will go to the YMCA Cafeteria and partake of a luncheon that has been prepared, after which we will assemble in front of the building and have a picture made of the group. I have arranged to have a photographer come just after luncheon. All of you who have your uniforms will kindly wear them for the picture. You may dress here in this room. I thank you.

PRESIDENT RANDOLPH: Now, I want to present to you our International Secretary-Treasurer who was one of the founders of the Brotherhood of Sleeping Car Porters. Brother Totten's blood has run freely on the streets of Kansas City, Missouri, in the building of our Organization. He was attacked in Kansas City fighting for the Pullman porters' cause. But he did not leave, he stayed on his grounds. He is honest and dependable, and as Secretary-Treasurer to the Provisional Committee, you may have no fear about your money.

MR. A. L. TOTTEN: I did not come down here to make a speech. I came down last night and I am proud to meet the Brothers of the locomotive firemen. I hope you will appreciate the value of building a strong organization. As Mr. Randolph has said, I am supposed to be radical, but I am not a communist. I am one Negro who has no respect for a black man who feels himself inferior. I have tried to be as independent as possible. I feel that some of the Pullman officials are inferior to Pullman porters.

If you get rid of selfishness, envy, and doubt you will get somewhere. You are on the right track and you will make progress if you will stick and fight. You won't get anything unless you fight, and fight like hell.

PRESIDENT RANDOLPH: I would like to introduce Mr. McLaurin, who has been acting as Secretary of this conference. Mr. McLaurin is our International Field Organizer.

MR. B. F. MCLAURIN: Mr. Chairman, Fellow workers and friends: I have been rather busy trying to make a record for you during the past two days. However, I have listened with close attention to your comments and discussions. I am sure, from your manifested enthusiasm, we can look forward to untold achievements.

I have had the good fortune to meet many of you, in many sections of the Southland. I too, know something about your problems, and I want to re-emphasize that if anything can be done for you, the leadership of the Brotherhood, together with your cooperation, can do it.

This is no time for what I often refer too, as the phantom member. The man who gives support, as long as everything is going to please him, but always takes fresh air when the going is tough. You have been the phantom type of member too long. This is no time to play. This is not a struggle for weak men, only the strong can endure. I feel sure we can depend on you.

Much stress has rightly been laid on the need for organization. A big strong organization, with all the firemen supporting it, will be the answer to many of the problems you now face. With the shadows of uncertainty hanging over us, we must face the storm, and struggle for a new day so that Negro workers, the Negro firemen, and the American workers will find their rightful places in the sun.

I am looking forward to that day, when the Negro worker will be unmoved by fear, and face the problems squarely. For, in that day, we shall be worthy of our place in the sun.

I thank you.

The conference was adjourned at 12:30 pm. At 1:30 pm, the delegates met at the Cafeteria of the 12th Street Branch YMCA for the conference luncheon. Following the luncheon, a picture of the delegates was taken.

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

Conference For Santa Fe And Union Pacific Chair Car Attendants

Nov. 1964

AGENDA

CONFERENCE FOR SANTA FE AND UNION PACIFIC CHAIR CAR ATTENDANTS

Under Auspices Of

BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR,
COACH PORTERS, AND ATTENDANTS

Affiliated With AFL-CIO-CLC

at

DENVER COLORADO - November 19, 20, 21, 1964, Inclusive

Sessions Held At

GLENARM BRANCH YMCA

Denver, Colorado

10:00 A.M. to 12:30 P.M.
2:00 P.M. to 4:30 P.M.

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Conference called to make an appraisal of the accomplishments in behalf of members of the Organization in these two Locals up to the present time, and to inaugurate plans for future participation in the program of the Brotherhood of Sleeping Car Porters for not only chair car attendants, but for all members who are part of this Organization.

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A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
FIRST INTERNATIONAL VICE PRESIDENT

ANDREW WOODS, PRESIDENT
UNION PACIFIC SYSTEM LOCAL

C. L. BROWN, PRESIDENT
SANTA FE SYSTEM LOCAL

THURSDAY, NOVEMBER 19

FIRST SESSION 10:00 A.M. to 12:30 P.M.

Brotherhood Marching Song

Prayer

Welcome Remarks..H. Doyle, President
Denver Division, BSCP

Notes:

Remarks by M. P. Webster, First International Vice President, on general purposes of the conference.

Notes:

Address..A. Philip Randolph
International President

Notes:

THURSDAY, NOVEMBER 19

FIRST SESSION (Cont.) 10:00 A.M. to 12:30 P.M.

1. Roll Call of Delegates Present:

Santa Fe

District

KANSAS CITY, MISSOURI

NEWTON, KANSAS

DENVER, COLORADO

AMARILLO, TEXAS

CLEBURNE, TEXAS

ALBUQUERQUE, NEW MEXICO

LOS ANGELES, CALIFORNIA

CHICAGO, ILLINOIS

MISCELLANEOUS

THURSDAY, NOVEMBER 19

FIRST SESSION (Cont.) 10:00 A.M. to 12:30 P.M.

1. Roll Call of Delegates Present:

UNION PACIFIC

District

OMAHA, NEBRASKA

DENVER, COLORADO

POCATELLO, IDAHO

SALT LAKE CITY, UTAH

PORTLAND, OREGON

LOS ANGELES, CALIFORNIA

MISCELLANEOUS

THURSDAY, NOVEMBER 19

SECOND SESSION 2:00 P.M. to 4:30 P.M.

SUBJECTS OF GENERAL DISCUSSION INVOLVING SANTA FE AND UNION PACIFIC CHAIR CAR ATTENDANTS

✓ (A) The Program of the Brotherhood of Sleeping Car Porters, as a whole, its accomplishments in behalf of Union Pacific and Santa Fe chair car attendants, with particular reference to its protection of its members in the handling of grievances and claims, and cases taken to the National Railroad Adjustment Board.

✓ (B) Particular significance will be paid to the reduction of the work month from 205 hours per month eventually to 174 hours.

✓ (C) Particularly, an analysis will be made of the benefits that Union Pacific and Santa Fe men have derived because of this reduction of hours.

✓ (D) On the Santa Fe, particularly, the question of train porters will be discussed, since many train porters quit paying dues very shortly after the Brotherhood took over the responsibility of fighting their case in the courts. And after the case was finally settled, a large number of men, many of whom participated in the early stages of this Organization, among Santa Fe train porters, quit the Organization and did not pay any dues despite the fact that recently the Brotherhood entered into an Agreement for Santa Fe train porters bringing results much to their advantage.

✓ (E) An analysis will be made of the men on both Roads who do not pay their dues and every effort will be made first to get these men to fulfill their financial obligations and if not, the Brotherhood will have to use the agency of the Union Shop Agreement more effectively than it has used it in the past.

(F) Discussion of the many changes in the rules of the Contract will also be on the agenda. There have been several matters involving seniority brought up from time to time, which will be discussed and disposed of at this conference.

(G) It is directed that all of the members be called in their various Divisions and Districts and be apprised of this conference, about which they have already been notified, and be requested to give to the delegates representing them at the conference any matter they feel important in the interest of chair car attendants, or any group, that should be taken up at this conference.

✓ (H) The financial structure of the Brotherhood of Sleeping Car Porters will be analyzed at this conference, and the members' participation in the development of a stronger financial structure will be discussed in detail.

✓ (I) The relationship of the officers of this Organization, particularly Local officers, in the handling of matters with the Union Pacific and Santa Fe Roads will also be a subject of discussion at this conference.

(J) An outline of the responsibility of the officers of the Organization and the directions they should carry out will be thoroughly gone into at this conference.

(K) Specific instructions will be given to all officers, with a definite requirement that they follow the rules of the Organization and not take it upon themselves to handle these matters as they see fit.

AGENDA RECOMMENDED BY DELEGATES TO CONFERENCE

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ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

Constitution and General Rules

1946-75

Constitution and General Rules

OF THE

BROTHERHOOD OF SLEEPING CAR PORTERS, TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS

(An International Union)

Organized August 25, 1925

BROTHERHOOD
of
SLEEPING CAR PORTERS

Affiliated with
THE AMERICAN FEDERATION
OF LABOR

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Revised by
The Fifth Biennial Convention
Held at Chicago, Illinois

1 9 4 6

September 16th to 20th, Inclusive.

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PREAMBLE

We, the members of the First National Convention of the Brotherhood of Sleeping Car Porters assembled, do hereby ordain and establish this constitution and the general rules as the fundamental law of the Brotherhood until altered in subsequent conventions.

It shall be the object of the Brotherhood to promote the general welfare of its members, to advance and protect their interests, social, moral, intellectual and material; to develop a recognition and observance of the principles and idealism of true brotherhood; to safeguard their families and themselves by the exercise of mutual benevolence; to counsel sobriety, honesty, courtesy, industry and efficient discipline.

It shall also be the aim of the Brotherhood lawfully, to seek to raise the standards of living of its members, to maintain harmonious relations and constructive cooperation with employers; to adjust such differences as may arise from time to time, between employer and employee in order that mutual confidence may exist to the increased satisfaction and benefit of the employer, the employee and the public.

Constitution and General Rules
# of the
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants

(An International Union)

ARTICLE I

NAME, STYLE, LOCATION

The name of this Organization shall be known as The Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants. The International Headquarters of The Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants shall be located in New York City, New York.

ARTICLE II

COMPOSITION

The Brotherhood of Sleeping Car Porters shall consist of an International Organization, composed as hereinafter provided, and of such local divisions as may hold recognized relations with the International Organization.

ARTICLE III

INTERNATIONAL ORGANIZATION

The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.

Voting representation of the Local Divisions should be on the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such Local Division.

Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

International officers shall be exempt from the payment of membership dues and assessments.

ARTICLE IV

MEETINGS: TIME AND PLACE OF

International conventions of the Brotherhood of Sleeping Car Porters shall convene the second Monday in September, biennially and continue for one week or less in such places as may be designated in the preceding meetings. If, in the judgment of the International President and General Organizer, an emergency has arisen, he shall have authority to change date or place of meeting with approval of International Executive Board.

ARTICLE V

QUORUM

A majority of the duly elected delegates shall constitute a quorum, and shall have authority to transact the business of the convention, either in person, or by proxy.

ARTICLE VI

JURISDICTION

The International Organization shall have jurisdiction over all subjects pertaining to the Brotherhood, and its enactments and decisions shall be final upon all questions, and shall be the "Supreme Law" of the Brotherhood; it shall hear and decide all matters of controversy, which may be brought before it by appeal or otherwise, it may reprove and punish for misconduct the local division; it shall adopt laws and regulations of general application for the government of the Brotherhood, and alter, amend, or repeal the same and shall regulate and control the unwritten work of the Brotherhood, it shall have the power to require, and execute bonds for all officers that occupy places of trust who handle any funds of the Brotherhood.

ARTICLE VII

OFFICERS: ELECTION, TERM AND INSTALLATION OF

Officers shall be elected at each regular convention and shall hold office two years. Their term of office shall begin October first and they shall serve until their successors have regularly qualified. They shall be sworn in during the session of the International Organization at which they are elected.

ARTICLE VIII

PRIVILEGES AND QUALIFICATIONS OF OFFICERS

An International Organization Officer shall be permitted to represent his division as a delegate but shall not retain membership in any other Sleeping Car Labor Organization.

ARTICLE IX

DUTIES OF PRESIDENT

The International President is the Official head of the Order, and, as such, shall devote his whole time to its interests and affairs. He shall be the General Chairman of all grievance committees.

He shall preside at all sessions of the International Organization and shall perform his executive duties when the same is not in session, and shall exercise a general supervision over the affairs of the Brotherhood.

He shall be ex-officio chairman of the International Executive Board.

He shall appoint all committees, and shall have authority to convene any or all Boards or committees, when in his judgment, it is deemed necessary.

He shall conduct the installation of officers present at the convention and personally, or by his appointed deputy, install all other International Officers.

He shall have authority to call a special session of the International Organization, at any time, or upon a request of a two-thirds (⅔'s) vote of the International Executive Board.

In the event of death, resignation or removal of an International Organization officer, he shall appoint a successor for the unexpired term, with the approval of the International Executive Board.

He shall adjust all matters referred to him in conformity with the general rules.

He shall interpret and decide on all laws pertaining to the Brotherhood, and shall decide all controversies and appeals referred to him by local divisions or members thereof. Such decisions shall be final unless reversed by a two-thirds (⅔'s) vote of the International Organization at its next meeting.

He shall be jointly responsible with the International Secretary-Treasurer for all funds of the International Organization. He shall give bond to be made payable to the Brotherhood of Sleeping Car Porters in an amount which shall be determined by the International Executive Board.

He shall organize, or cause to be organized, all local divisions.

He shall have power to suspend or remove any local division officer for a sufficient cause and shall conduct or direct the prosecution of such officer, or deputize an International officer to act in his stead.

He shall have power to call special meetings, convene local divisions, and may preside at same, or deputize an International Officer to act in his stead.

He shall have the right and shall be empowered to designate the International Officers who shall negotiate agreements with him.

He shall supervise the printing and supplying of all rituals, dispensations, official receipts, withdrawals, transfers and membership cards of the Brotherhood, and all other supplies of general application.

He shall make such assessments for revenue as may be necessary to defray the expenses of the convention.

He shall have the power to act, and decide upon any emergency arising in the affairs of the Brotherhood, not otherwise provided for herein.

ARTICLE X

DUTIES OF THE INTERNATIONAL EXECUTIVE BOARD

The International Executive Board shall consist of the International President, the International Secretary-Treasurer, four (4) International Vice-Presidents and seven (7) additional members of the Organization other than officials.

The lay members of the Executive Board shall be selected as follows: One (1) from the East, One (1) from the Middlewest, One (1) from the Pacific Coast and the other four (4) members to be distributed geographically as equitably as possible. Immediately after their election or as soon thereafter as possible, it shall meet and elect one of their own members as a Chairman and one as Secretary.

The Secretary of the International Executive Board shall furnish a copy of the minutes of all meetings to the President and each member, and copies of all correspondence received by him for the attention of the Board.

The Board shall act as Advisory Council to the President whenever called upon by that officer, or when some question is constitutionally referable to the Board.

In the event of the death, resignation or removal from office for any cause of the International Secretary-Treasurer, or any member of the International Executive Board, such vacancy or vacancies shall be filled by appointment by the International President, with the approval of the International Executive Board.

The Board may upon its own motion, call the International President into consultation or any matter pertaining to the order.

Not less than two (2) meetings a year shall be held by the members of the Board in person, and as soon after their election as possible, a practical method of communicating with each other by correspondence on all important matters pertaining to the Organization that properly come within the cognizance of this Board shall be worked out.

The Board shall submit a complete report of its proceedings at the regular convention, including any recommendation for legislation or constitutional amendments that, in its judgment, are necessary to the welfare of the Order.

The Board shall have access to the books and accounts of the International Secretary-Treasurer at any time. It shall audit or designate some certified public accountant to audit the books and accounts at least once each year, or at any time, when, in its judgment, it is necessary, or when directed to do so by the International President.

The Board shall approve all surety bonds required by the constitution and general rules.

When charges are preferred against any officer or member of the International Organization, for violation of obligation or neglect of duty, those members of the International Executive Board not personally involved in the charges shall conduct the trial. Not less than thirty (30) days' notice shall be given to all interested parties. Selection of counsel and witnesses shall be within the membership for both prosecution and defense. Written evidence from any source, when relevent and proper, shall be admissable. On completion of the trial, the Board shall render a written verdict, promptly sending copies thereof to all delegates.

When the verdict is by majority vote, the minority shall have the right of appending thereto their minority report. If appeal is taken from the decision of the International Executive Board, it must be made in writing to the International President within thirty (30) days from the date of decision. All such appeals shall be filed with the International Executive Board for a hearing and final decision at the next convention.

ARTICLE XI

DUTIES OF INTERNATIONAL SECRETARY-TREASURER

He shall devote his whole time to the proper performance of his duty. He shall keep a true and correct record of all proceedings of the International Organization proper, to be reduced to writing.

He shall read, or cause to be read, all petitions, resolutions and communications submitted to that body and file and safely keep all important papers; seal all dispensations emanating from the International Organization.

At each regular convention he shall submit a complete report in detail of the receipts and expenditures of all funds during his tenure of office, attaching thereto vouchers covering all items of expense; showing total membership of the Order, with the deaths, expulsions, withdrawals, all local divisions organized or disbanded, and all other matters pertaining to his office.

He shall be the custodian of all International Organizational funds, and issue receipts for same to payer. In conjunction with the International President and International Executive Board, he shall be the custodian of all other properties of the International Organization.

He shall notify all local secretary-treasurers of all rejections by local divisions.

He shall assist the President in making all arrangements for the sessions of the International Organization, and shall attend such sessions with all necessary books and papers.

He shall furnish the International Executive Board with all papers; financial statements and any other information desired by that Board, at any time or place designated by them.

He shall, with the approval of the International President, employ such assistants as are necessary for the performance of his duties.

He shall give bond in the same manner and subject to the same condition as that furnished by the International President to an amount determined by the International Executive Board.

He shall make collections of all dues and assessments of the Brotherhood.

In the event of the death, resignation or removal of the International President, he shall be the presiding officer until his successor is elected by the International Executive Board.

ARTICLE XII

DUTIES OF THE INTERNATIONAL VICE-PRESIDENTS

The International Vice-Presidents shall function as assistants or Deputy General Organizers, assigned to zones or subdivisions of administration work by the International President, with the approval of the International Executive Board.

It shall be the duty of the International Vice-Presidents, when on full time pay, to devote their whole time to the interests of the Brotherhood. They shall assist the International President in the discharge of his duties at the sessions of the International Organization Convention. They shall organize local divisions; hold union meetings; visit and instruct divisions in the unwritten work of the order; inquire into their conditions; reporting all violations of the law; supervise zones; and render such other services as may be assigned to them by the International President.

ARTICLE XIII

APPLICATION FOR MEMBERSHIP

All applications shall be made to local divisions upon the form provided for that purpose by the International Organization and supplied by the International Secretary-Treasurer. Membership shall become effective with the date of that application by the local division to which application is made and full fee paid.

ARTICLE XIV

DUES, FEES, ASSESSMENTS

The joining fee of the Brotherhood of Sleeping Car Porters shall be twenty-five ($25.00) dollars. The dues shall be three ($3.00) dollars per month, payable in advance.

Of the dues paid by the members of each local division, two dollars and twenty-five cents ($2.25) shall be sent to the International Secretary-Treasurer, for the International Fund; seventy-five (75c) cents will remain in the Local Division to defray its expenses.

Assessments shall be payable to the local secretary-treasurer on the day designated for payment of same, by General Order, and remitted to the International Secretary-Treasurer. A member not in active service shall be exempted from special assessments.

ARTICLE XV

SALARIES AND TRAVELING EXPENSES

Salaries and traveling expenses of the International officers shall be determined by the International Executive Board.

ARTICLE XVI

APPEALS

All appeals from decisions rendered by any board or officer shall first be submitted to the International President for review; if, in his judgment, the merits of the case warrant a retrial, the same shall be referred to the next regular session of the International Organization for hearing whose verdict shall be final. All cases wherein the International President has original jurisdiction, shall be subject to appeal to the International Organization in Convention assembled.

ARTICLE XVII

CREDENTIALS OF INTERNATIONAL OFFICERS

A Credential shall be issued to each International Officer, showing rank, date of election or appointment, and tenure of office, which shall be recognized by all members of the Brotherhood of Sleeping Car Porters as authority to act for the International organization within the limits of the Constitution.

ARTICLE XVIII

CREDENTIALS OF DELEGATES

A certificate of election as delegate shall be forwarded to the Int. Sec'y-Treas. properly certified and signed by the local division President and Secretary-Treasurer. The delegate so authorized to represent such local division at conventions shall be furnished credentials signed and sealed by the International President and International Secretary-Treasurer, authorizing him to represent his division at the session of the International Organization for which it is issued.

The International Secretary shall send to each Local, fifteen (15) days prior to convention, the number of delegates that have qualified to the convention and the number of votes each local is entitled to.

ARTICLE XIX

DONATIONS

The International Organization funds shall not be donated for any purpose except by recommendation and authorization of the International Executive Board.

ARTICLE XX
GRAND REGISTER

The International Secretary-Treasurer shall keep a Grand Register in which he shall record the names and addresses of all members of the Order and their standing therein.

ARTICLE XXI
ORGANIZATION OF LOCAL DIVISIONS

Seven or more persons having the proper qualification may constitute a local division.

ARTICLE XXII
INSTRUCTIONS

Local Divisions of the Brotherhood shall receive instructions on the constitution and unwritten work and duties of the membership from time to time as the International President of the International Organization may deem necessary.

ARTICLE XXIII
BILLS AND ACCOUNTS

Local Divisions shall be responsible to the International Organization for all bills and accounts contracted by them and which must be adjusted before representation will be permitted in convention.

ARTICLE XXIV

SOUVENIRS

It shall be unlawful for the International Organization or any local division to endorse any article or merchandise. It shall be unlawful for a local division to sell or grant to any person or persons the right to solicit advertisements or to issue souvenirs or any like matter in the name of the Brotherhood. Any member convicted for violation of this rule shall be expelled.

ARTICLE XXV

FISCAL YEAR

The fiscal year of this order shall begin on the first day of August.

ARTICLE XXVI

DISPOSITION OF FUNDS

Funds of the International Organization shall be deposited to the account of the Brotherhood at least once a week in some bank or banks jointly agreed upon by the International President and International Secretary-Treasurer, subject to the approval of the International Executive Board, and such officers shall not be held responsible for any loss caused by the failure of any bank when deposit is made in accordance with this article.

All checks and drafts drawn against the funds of the International Organization to be valid shall have the signature of the International Secretary-Treasurer, countersigned by the International President.

ARTICLE XXVII

LADIES AUXILIARY

The International President shall organize or cause to be organized Ladies Auxiliaries in each division. The Ladies Auxiliary to be subordinate to the International Brotherhood of Sleeping Car Porters and its respective Officials.

A charter shall be issued to the International Ladies' Auxiliary, and the officers of the Auxiliary elected at its conventions shall be installed by the International President of the Brotherhood of Sleeping Car Porters. If, in the opinion of the International Executive Board and the International President of the Brotherhood of Sleeping Car Porters, the Ladies' Auxiliary is not conducting its business affairs and adapting policies in harmony with and to the best interests of the Brotherhood, the Brotherhood's International Executive Board shall have the power and have the right to call the International officers of the Ladies' Auxiliary in, or all of the members of the International Executive Board of the Ladies' Auxiliary before it for investigation, consultation and advice. It lies within the power of the International President, with the approval of the International Executive Board, to revoke the charter of the International Ladies Auxiliary or any of its divisions.

ARTICLE XXVIII

MAGAZINE

It shall be the duty of the International Executive Board to publish a periodical for the propaganda of the organization.

ARTICLE XXIX

DISTRIBUTION OF CONSTITUTIONS

Every member of the Order shall be required to possess a copy of the constitution. Such possession will imply a full knowledge on his part of the laws, orders and provisions contained therein, and his acceptance thereof.

ARTICLE XXX

AMENDMENTS

All amendments to this constitution shall be made by the delegates in Convention assembled. A two-thirds (⅔'s) vote of the qualified delegates shall be necessary to ratify such amendments.

RULES AND REGULATIONS FOR LOCAL UNIONS

ARTICLE I

NAME AND COMPOSITION

Each Division shall consist of seven or more members and shall be hailed and entitled........................Division of the Brotherhood of Sleeping Car Porters. (It cannot voluntarily dissolve so long as seven (7) members in good standing object thereto).

ARTICLE II

TIME AND PLACE OF MEETING

The regular meeting of each division shall be held at such time and place as agreed upon, but the division shall hold at least one (1) regular meeting each month.

ARTICLE III

ORDER OF BUSINESS

Robert's Rules of Order, revised, shall be the standard work deciding all points of order.

The order of business at special meetings shall be determined by the call of such meetings, handling only such business as is set forth in the call for the meeting, which shall be done in writing, forwarding copy to each member. The order of business at regular meetings shall be as follows:

1. Chaplain's prayer
2. Introduction of visitors
3. Roll Call of officers
4. Reading of minutes of preceding meeting
5. Reading of applications
6. Voting on applications
7. Reading of correspondence
8. Committees and reports
9. Unfinished business
10. New business
11. Nomination of officers
12. Election of officers
13. Installation of officers
14. Good and welfare
15. Adjournment.

The President will call the meeting to order and conduct same according to the order of business as expeditiously as possible. The meeting will be automatically closed upon conclusion of order of business without taking a vote for adjournment. The seating arrangement of the lodge room shall be entirely within the discretion of the Division. Members desiring to leave the lodge room before the meeting is closed will rise and ask permission from the Chairman.

ARTICLE IV

QUORUM

Seven members of a division in good standing shall constitute a quorum, and shall be qualified to transact the legal business of the Division; in the absence of all officers, the members present may elect two (2) from their number to act as chairman and a secretary of said meeting.

ARTICLE V

JURISDICTION AND AUTHORITY

The jurisdiction and authority of a local division shall be that assigned by the International Organization.

ARTICLE VI

OFFICERS AND ELECTIONS

The officers shall be a President, a Vice-President, and a Secretary-Treasurer, an Executive Board with a minimum of five and a maximum of nine members, elective, a Chaplain and a Sentinel and a Porter, appointive; the appointive officers shall be appointed by the President-elect prior to installation and they shall be installed with the elective officers. No member shall be eligible to hold office in any local division, or membership on the Local Executive Board, Auditing or Grievance Committee who shall not have been continuously financial for at least two years preceding elections except where new divisions are established. Continuously financial is defined as never being in arrears exceeding three (3) months during the two (2) years immediately preceding election.

In addition to other elective officers, a delegate to represent the Local Division in International Convention shall be nominated and elected concurrently with other officers at the last local election preceding the regular convention. Not less than two (2) nominations shall be made for a delegate. The nominee receiving the highest number of votes shall be elected delegate; the nominee receiving the next highest number of votes shall be elected alternate.

The Local Division shall have authority to elect a second Vice-President; all regularly elected and appointed officers shall serve the term of two years, or until their successors have duly qualified. Nominations shall be made biennially in every Division at any time during the month of June and the nominations shall be held as many days as the condition of the runs in the district warrant. All nominations of officers in the Local Division shall be made from the floor. The Secretary-Treasurer shall prepare a ballot showing the name and the office for which each has been nominated. Voting shall be conducted during the month of July for as many days as the condition of runs in the district warrant.

All ballots shall be disregarded and destroyed if the instructions contained therein are not complied with in every manner and new nominations and elections shall be held immediately upon proof of error, certified by a majority vote in the Division meeting. Ballots shall be counted in the regular meeting immediately following the conclusion of the election.

The President shall appoint three tellers, not nominees when possible, who shall open and count the ballots and announce the results by calling the name of each candidate, the office and number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied. All elective and appointive officers shall be installed at the first regular meeting in August following elections, or as soon thereafter as possible.

In divisions of twenty-five (25) or less financial membership and in divisions where no permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be conducted by mail as hereinafter provided. In divisions of more than twenty-five (25) financial membership where permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be by personal casting of vote as hereinafter provided.

Elections shall be supervised by two (2) or three (3) tellers, not nominees, if possible, and appointed in accordance with Article VI. Volunteer tellers shall be used.

Tellers shall hand the ballot to each voter and will interpret and apply the rules governing the election, as prescribed.

No member shall leave the election room with his ballot prior to casting it.

The President of a Division shall name the dates and daily hours during which period members may vote.

Ballots shall not be mailed to members except as designated in Paragraph Six of Article VI.

The tellers, at the close of each election day, shall seal ballot box and write their names across the seal; and this seal to be broken by the teller on the next election day.

The ballot box must be placed in a safe position in the Division headquarters and which has been agreed upon by the Division Executive Board, and in divisions where no permanent local headquarters are regularly maintained in such a place as the Division Executive Board directs.

Elections must be held for a minimum of five (5) days and a maximum of fifteen days. On the last day of election the tellers shall open the ballot box and count the ballots and announce the results by calling the name of each candidate, the office and number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied, or if there is no meeting at the time the votes are counted, at the next regular business meeting.

When elections are to be conducted by mail, the following procedure shall be followed: Three (3) envelopes shall be prepared, a small one marked "A", one in which this "A" envelope may be placed and one in which these two envelopes and the ballot may be mailed to members. Instructions as to how the ballot and envelope will be used should appear on back of ballot.

All elective and appointive officers shall be installed at the first regular meeting in August following elections or as soon thereafter as possible.

Failure to follow these rules and regulations will invalidate an election and when an election is adjudged illegal, the time of the next election shall be set by the International President.

ARTICLE VII

DUTIES OF PRESIDENT

He shall preside at all meetings of the Division and see that the laws are strictly complied with. In case of a tie vote on resolutions or motions, the President shall cast the deciding vote.

He shall also be empowered to call special meetings when, in his judgment, it is necessary, or when requested to do so by seven (7) members in good standing. He shall be the chairman of the Local Grievance Committee. The Grievance Committee shall consist of the President and four or more members appointed by the International Vice President in charge of the zone.

ARTICLE VIII

DUTIES OF VICE-PRESIDENT

It is the duty of the Vice-President to assist the President in the discharge of his duties, preside in his absence, and in case of death, removal or resignation of the President, he shall assume that office and discharge all duties for the unexpired term, and the Second Vice-President should succeed the first Vice-President.

ARTICLE IX

DUTIES OF SECRETARY-TREASURER

He shall keep a true and correct record of all proceedings, proper to be written, of each meeting and members present. He shall be custodian of the funds and property of the Local Division. He shall keep a correct account of the Local dues remitted to the International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters. He shall assist in the collection of dues and assessments as directed by the International Secretary-Treasurer, concurred in by the International President and the International Executive Board, in keeping of its books and accounts. He shall keep a permanent file of the minutes of all meetings in chronological order and shall keep a permanent file of all correspondence with the International Organization. He shall also be bonded.

ARTICLE X

DUTIES OF DELEGATES

The delegates shall be the representatives of the Local Division in all matters to be handled in Convention.

ARTICLE XI

DUTIES OF PORTER

He shall assist the President at meetings, arranging property, holding elections and in any other way as directed by that officer.

ARTICLE XII

DUTIES OF SENTINEL

He shall guard the door, during the meetings and admit no one who is not in possession of his membership card or password, except those who are vouched for as being in good standing by a local officer.

ARTICLE XIII

SCOPE AND POWER OF THE DIVISION EXECUTIVE BOARD

The Local Division Executive Board shall consist of the Division President, the Division Secretary ex-officio, and five, seven or nine members. A majority of the members shall represent a quorum.

As soon after election as possible the Board shall meet and elect a chairman and a secretary from among its own members.

The Board shall meet once a month or whenever in the opinion of the President or a majority of its members a meeting is necessary.

If the work of the Board members makes it difficult and sometimes impossible to get a quorum, then a method of voting through the mail should be adopted on any questions that may be pending.

The Local Division Executive Board should act as an advisory council to the President of the Division, devise plans for organizing new members, for keeping old members financial, assist in instituting educational programs, entertainments, the raising of funds or any other matter pertinent to the welfare and best interest of the Local Division.

The Board shall formulate plans in the interest and welfare of the Division but they must be submitted to the Local Division in its business meeting for acceptance or rejection.

ARTICLE XIV

WITHDRAWALS, RESIGNATIONS AND TRANSFERS

When a member withdraws, it shall be done in writing. The Secretary-Treasurer shall so state on his ledger account and forward a written report of such withdrawal to the International Secretary-Treasurer. All transfers shall be made in conformity with rules provided on official transfer cards, which shall be obtained from the International Secretary-Treasurer.

Delinquent members shall not be permitted to withdraw, resign or transfer until payment of all dues, and assessments up to and inclusive of the date of same are paid; withdrawal to be restricted to members furloughed or leaving the service as porters or maids and limited to one (1) year.

All resignations of officers shall be made in writing, and same shall be submitted to the Division and shall be accepted or rejected by them.

The Local Secretary-Treasurer shall forward to the International Secretary-Treasurer all requests for withdrawals, resignations or transfers.

ARTICLE XV

QUALIFICATIONS FOR VOTING

No member will be allowed to cast a vote in a Local Division who is not a member thereof, but he may have a voice on questions of order. Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

ARTICLE XVI

VIOLATION OF OBLIGATION AND PENALTIES THEREOF

Any member in good standing may prefer charges against any other member deemed guilty of violation of the obligation of membership or conduct detrimental to the welfare of the order. The charges shall be preferred in writing to the President of the Division to which the party accused belongs. The President shall thereupon call the party accused who will have thirty (30) days within which to file his reply in writing with the President. Whereupon, copies of the original charges and answers will be immediately forwarded to the International President for review. If, in the opinion of International President, further investigation is warranted, notice of trial will be furnished to all interested parties, and same will be conducted either in regular or special meetings of the Division. The selection of counsel and witnesses shall be restricted to members in good standing and written evidence from any source, when relevant and proper, shall be admissable. Each member of the Division shall be served with written notice of the date of trial. The members present shall render the verdict. Both prosecution and defense shall retire from the room until the verdict is reached. A two-thirds (⅔'s) vote of the members present shall be necessary for conviction. If, convicted, the penalty shall be either a reprimand or expulsion.

A member convicted for any cause shall have the right of appeal to the International President, if made within ten (10) days from date of conviction. The International President shall promptly review the evidence in conjunction with the International Executive Board. A majority vote of the Board shall be required for a decision. If appeal is taken from this decision, it must be filed with the International President within thirty (30) days, and final hear-

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VIOLATION OF OBLIGATION AND PENALTIES THEREOF

Any member in good standing may prefer charges against any other member deemed guilty of violation of the obligation of membership or conduct detrimental to the welfare of the order. The charges shall be preferred in writing to the President of the Division to which the party accused belongs. The President shall thereupon call the party accused who will have thirty (30) days within which to file his reply in writing with the President. Whereupon, copies of the original charges and answers will be immediately forwarded to the International President for review. If, in the opinion of International President, further investigation is warranted, notice of trial will be furnished to all interested parties, and same will be conducted either in regular or special meetings of the Division. The selection of counsel and witnesses shall be restricted to members in good standing and written evidence from any source, when relevant and proper, shall be admissable. Each member of the Division shall be served with written notice of the date of trial. The members present shall render the verdict. Both prosecution and defense shall retire from the room until the verdict is reached. A two-thirds (⅔'s) vote of the members present shall be necessary for conviction. If, convicted, the penalty shall be either a reprimand or expulsion.

A member convicted for any cause shall have the right of appeal to the International President, if made within ten (10) days from date of conviction. The International President shall promptly review the evidence in conjunction with the International Executive Board. A majority vote of the Board shall be required for a decision. If appeal is taken from this decision, it must be filed with the International President within thirty (30) days, and final hearing will be conducted at the next convention.

ARTICLE XVII
QUALIFICATIONS OF APPLICANTS

Sleeping car porters, maids and attendants, bus boys and all employees performing the work on sleeping cars, parlor cars or composite cars on which food and drinks are sold and beds made, and chair car and train porters, are eligible for membership in the Brotherhood of Sleeping Car Porters regardless of race, sex, creed, color or nationality.

All members not engaged in active service shall have a voice but no vote in division meetings, except porters or maids who were discharged from the service on account of his or her activities with the Brotherhood.

A special card of indentification for retired members and members who were discharged from the service on account of their activities for the Brotherhood, who were members in good standing when retired, shall be issued by the International Secretary-Treasurer.

ARTICLE XVIII
COMMITTEES

The creation of committees shall be determined as the conditions and necessities of the Division may justify or as otherwise ordered by the International President.

ARTICLE XIX

COMPENSATION TO OFFICIALS OF DIVISION

Compensation may be voted for officials as the financial condition may warrant with the consent and approval of the International President.

ARTICLE XX

POLITICS AND RELIGION

The influence or sympathy of this Order shall not be used either for or against any political or religious organization. No local division shall be permitted to engage in any political activities except in conjunction with a program or policy which may be adopted by the International Organization in convention assembled or through joint action of the International Organization and delegates perfected through correspondence when the International Organization is not in session.

ARTICLE XXI

AUDITING

The books of the Secretary-Treasurer shall be audited by an Auditing Committee of three (3) appointed by the division President from the members of the division Executive Board and his statement of accounts shall be certified by their signatures and the division seal.

The books and accounts of the Secretary-Treasurer shall be subject to an audit by certified public accountants at any time, under the direction of the International Executive Board of the International Organization.

ARTICLE XXII

DISPOSITION OF APPLICATIONS

Any member in good standing may solicit memberships, filling out the application and promptly forwarding same to the Secretary-Treasurer of the Division to which application for membership is made. Application shall be voted on at next meeting. If accepted, application will be immediately forwarded to International Secretary-Treasurer, and applicant will be notified of acceptance to membership. The International Secretary-Treasurer will promptly communicate with the applicant, furnishing him with all necessary information, including notice of dues and assessments when payable.

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Constitution and General Rules
of the
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants
(An International Union)

Organized August 25, 1925

BROTHERHOOD
of
SLEEPING CAR PORTERS

Affiliated with
THE AMERICAN FEDERATION OF LABOR

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Revised by
FIRST TRIENNIAL CONVENTION
Held at Los Angeles, California
1 9 5 3

October 4th to 9th, Inclusive

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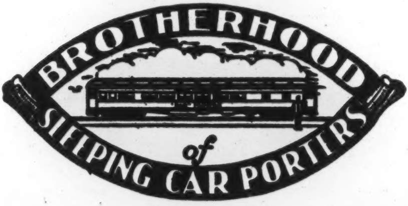
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PREAMBLE

We, the members of the First National Convention of the Brotherhood of Sleeping Car Porters assembled, do hereby ordain and establish this constitution and the general rules as the fundamental law of the Brotherhood until altered in subsequent conventions.

It shall be the object of the Brotherhood to promote the general welfare of its members, to advance and protect their interests, social, moral, intellectual and material; to develop a recognition and observance of the principles and idealism of true brotherhood; to safeguard their families and themselves by the exercise of mutual benevolence; to counsel sobriety, honesty, courtesy, industry and efficient discipline.

It shall also be the aim of the Brotherhood, lawfully, to seek to raise the standards of living of its members, to maintain harmonious relations and constructive cooperation with employers; to adjust such differences as may arise, from time to time, between emloyer and employee in order that mutual confidence may exist to the increased satisfaction and benefit of the employer, the employee and the public.

Constitution and General Rules
of the
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants
(An International Union)

ARTICLE I

NAME, STYLE, LOCATION

The name of this Organization shall be known as The Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants. The International Headquarters of The Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants shall be located in New York City, New York.

ARTICLE II

COMPOSITION

The Brotherhood of Sleeping Car Porters shall consist of an International Organization, composed as hereinafter provided, and of such local divisions as may hold recognized relations with the International Organization.

ARTICLE III

INTERNATIONAL ORGANIZATION

The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.

Voting representation of the Local Divisions should be on the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such Local Division.

Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

International Officers shall be exempt from the payment of membership dues and assessments.

ARTICLE IV

MEETINGS: TIME AND PLACE OF

International conventions of the Brotherhood of Sleeping Car Porters shall convene the second Monday in September, triennially and continue for one week or less in such places as may be designated in the preceding meetings. If, in the judgment of the International President and General Organizer, an emergency has arisen, he shall have authority to change date or place of meeting with approval of International Executive Board.

ARTICLE V

QUORUM

A majority of the duly elected delegates shall constitute a quorum, and shall have authority to transact the business of the convention, either in person, or by proxy.

ARTICLE VI

JURISDICTION

The International Organization shall have jurisdiction over all subjects pertaining to the Brotherhood, and its enactments and decisions shall be final upon all questions, and shall be the "Supreme Law" of the Brotherhood; it shall hear and decide all matters of controversy, which may be brought before it by appeal or otherwise, it may reprove and punish for misconduct the local division; it shall adopt laws and regulations of general application for the government of the Brotherhood, and alter, amend, or repeal the same and shall regulate and control the unwritten work of the Brotherhood, it shall have the power to require and execute bonds for all officers that occupy places of trust who handle any funds of the Brotherhood.

All the powers, except legislative, of the International Convention when in session shall, when the same is not in session, pass to and be vested in the International Executive Board. All the powers exercised by the International Convention when in session except legislative powers, and all the powers exercised by the International Executive Board when in session shall, when such bodies are not in session, pass to and be vested in the International President, except as expressly limited in the Constitution, and such powers shall be exercised subject to the approval of the International Executive Board. All other International Officers shall exercise such powers as are conferred upon them by this Constitution.

ARTICLE VII

OFFICERS: ELECTION, TERM AND INSTALLATION OF

Officers shall be elected at each regular convention and shall hold office three years. Their term of office shall begin October first and they shall serve until their successors have regularly qualified. They shall be sworn in during the session of the International Organization at which they are elected.

ARTICLE VIII

PRIVILEGES AND QUALIFICATIONS OF OFFICERS

An International Organization Officer shall be permitted to represent his division as a delegate but shall not retain membership in any other Sleeping Car Labor Organization.

ARTICLE IX

DUTIES OF PRESIDENT

The International President is the Official head of the Order, and, as such, shall devote his whole time to its interests and affairs. He shall be the General Chairman of all grievance committees.

He shall preside at all sessions of the International Organization and shall perform his executive duties when the same is not in session, and shall exercise a general supervision over the affairs of the Brotherhood.

He shall be ex-officio chairman of the International Executive Board.

He shall appoint all committees, and shall have authority to convene any or all Boards or committees when, in his judgment, it is deemed necessary.

He shall conduct the installation of officers present at the convention and personally, or by his appointed deputy, install all other International Officers.

He shall have authority to call a special session of the International Organization at any time, or upon a request of a two-thirds (⅔'s) vote of the International Executive Board.

In the event of death, resignation or removal of an International Organization officer, he shall appoint a successor for the unexpired term, with the approval of the International Executive Board.

He shall adjust all matters referred to him in conformity with the general rules.

He shall interpret and decide on all laws pertaining to the Brotherhood, and shall decide all controversies and appeals referred to him by local divisions or members thereof. Such decisions shall be final unless reversed by a two-thirds (⅔'s) vote of the International Organization at its next meeting.

He shall be jointly responsible with the International Secretary-Treasurer for all funds of the International Organization. He shall give bond to be made payable to the

Brotherhood of Sleeping Car Porters in an amount which shall be determined by the International Executive Board.

He shall organize, or cause to be organized, all local divisions.

He shall have power to suspend or remove any local division officer for a sufficient cause and shall conduct or direct the prosecution of such officer, or deputize an International Officer to act in his stead.

He shall have power to call special meetings, convene local divisions, and may preside at same, or deputize an International Officer to act in his stead.

He shall have the right and shall be empowered to designate the International Officers who shall negotiate agreements with him.

He shall supervise the printing and supplying of all rituals, dispensations, official receipts, withdrawals, transfers and membership cards of the Brotherhood, and all other supplies of general application.

He shall make such assessments for revenue as may be necessary to defray the expenses of the convention.

He shall have the power to act, and decide upon any emergency arising in the affairs of the Brotherhood, not otherwise provided for herein.

ARTICLE X

DUTIES OF THE INTERNATIONAL EXECUTIVE BOARD

The International Executive Board shall consist of the International President, the International Secretary-Treasurer, four (4) International Vice-Presidents and seven (7) additional members of the Organization other than officials. The lay members of the Executive Board shall be selected as follows: One (1) from the East, One (1) from the Middlewest, One (1) from the Pacific Coast and the other four (4) members to be distributed geographically as equitably as possible. Immediately after their election or as soon thereafter as possible, it shall meet and elect one of their own members as a Chairman and one as Secretary.

The Secretary of the International Executive Board shall furnish a copy of the minutes of all meetings to the President and each member, and copies of all correspondence received by him for the attention of the Board.

The Board shall act as Advisory Council to the President whenever called upon by that officer, or when some question is constitutionally referable to the Board.

In the event of the death, resignation or removal of the President, his successor for the unexpired term shall be elected by the International Executive Board within thirty (30) days, choosing one from among their number.

In the event of the death, resignation or removal from officer for any cause of the International Secretary-Treasurer, or any member of the International Executive Board, such vacancy or vacancies shall be filled by appointment by the International President, with the approval of the International Executive Board.

The Board may upon its own motion, call the International President into consultation on any matter pertaining to the Order.

Not less than two (2) meetings a year shall be held by the members of the Board in person, and as soon after their election as possible, a practical method of communicating with each other by correspondence on all important matters pertaining to the Organization that properly come within the cognizance of this Board shall be worked out.

The Board shall submit a complete report of its proceedings at the regular convention, including any recommendation for legislation or constitutional amendments that, in its judgment, are necessary to the welfare of the Order.

The Board shall have general supervision of the funds of the International Organization and shall have access to the books and accounts of the International Secretary-Treasurer at any time. It shall audit or designate some certified public accountant to audit the books and accounts at least once each year, or at any time, when, in its judgment, it is necessary, or when directed to do so by the International President.

The Board shall approve all surety bonds required by the constitution and general rules.

When charges are preferred against any officer or member of the International Organization, for violation of obligation or neglect of duty, those members of the International Executive Board not personally involved in the charges shall conduct the trial. Not less than thirty (30) days' notice shall be given to all interested parties. Selection of counsel and witnesses shall be within the membership for both prosecution and defense. Written evidence from any source, when relevant and proper, shall be admissible. On completion of the trial, the Board shall render a written verdict, promptly sending copies thereof to all delegates.

When the verdict is by majority vote, the minority shall have the right of appending thereto their minority report. If appeal is taken from the decision of the International Executive Board, it must be made in writing to the International President within thirty (30) days from the date of decision. All such appeals shall be filed with the International Executive Board for a hearing and final decision at the next convention.

ARTICLE XI

DUTIES OF INTERNATIONAL SECRETARY-TREASURER

He shall devote his whole time to the proper performance of his duty. He shall keep a true and correct record of all proceedings of the International Organization proper, to be reduced to writing.

He shall read, or cause to be read, all petitions, resolutions and communications submitted to that body and file and safely keep all important papers; seal all dispensations emanating from the International Organization.

At each regular convention he shall submit a complete report in detail of the receipts and expenditures of all funds during his tenure of office, attaching thereto vouchers covering all items of expense; showing total membership of the Order, with the deaths, expulsions, withdrawals, all local divisions organized or disbanded, and all other matters pertaining to his office.

He shall be the custodian of all International Organizational funds, and issue receipts for same to payer. In conjunction with the International President and International Executive Board, he shall be the custodian of all other properties of the International Organization.

He shall notify all local secretary-treasurers of all rejections by local divisions.

He shall assist the President in making all arrangements for the sessions of the International Organization, and shall attend such sessions with all necessary books and papers.

He shall furnish the International Executive Board with all papers; financial statements and any other information desired by that Board, at any time or place designated by them.

He shall, with the approval of the International President, employ such assistants as are necessary for the performance of his duties.

He shall give bond in the same manner and subject to the same condition as that furnished by the International President to an amount determined by the International Executive Board.

He shall make collections of all dues and assessments of the Brotherhood.

In the event of the death, resignation or removal of the International President, he shall be the presiding officer until his successor is elected by the International Executive Board.

ARTICLE XII

DUTIES OF THE INTERNATIONAL VICE-PRESIDENTS

The International Vice-Presidents shall function as assistants or Deputy General Organizers, assigned to Zones or subdivisions of administration work by the International President, with the approval of the International Executive Board.

It shall be the duty of the International Vice-Presidents, when on full time pay, to devote their whole time to the interests of the Brotherhood. They shall assist the International President in the discharge of his duties at the sessions of the International Organization Convention. They shall organize local divisions; hold union meetings; visit and instruct divisions in the unwritten work of the Order; inquire into their conditions; reporting all violations of the law; supervise Zones; and render such other services as may be assigned to them by the International President.

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ARTICLE XIII

APPLICATION FOR MEMBERSHIP

All applications shall be made to local divisions upon the form provided for that purpose by the International Organization and supplied by the International Secretary-Treasurer. Membership shall become effective with the date of that application by the local division to which application is made and full fee paid.

ARTICLE XIV

DUES, FEES, ASSESSMENTS

The joining fee of the Brotherhood of Sleeping Car Porters shall be twenty-five ($25.00) dollars, the dues shall be four ($4.00) dollars per month, payable in advance. An annual assessment of ten ($10.00) dollars shall be paid not later than August 31st of each year.

Of the dues paid by the members of each local division, three ($3.00) dollars shall be sent to the International Secretary-Treasurer for the International Fund. One ($1.00) dollar shall remain in the local division to defray its expenses.

All joining fees and assessments shall be sent to the International Secretary-Treasurer for the International Fund. A member not in active service shall be exempt from special assessments.

Membership is terminated when a member becomes more than three (3) months in arrears in dues or indebted to the Organization for an amount in excess of three (3) months dues. A vote of the Local Union will not be required for such termination. A member's dues card shall be deemed sufficient notice of arrears and no further notice shall be required from the Division Secretary.

A terminated member may be reinstated on payment of all back dues and arrearages including dues for the current month, provided he reinstates before he is discharged under the Union Shop Agreement.

ARTICLE XV

SALARIES AND TRAVELING EXPENSES

Salaries and traveling expenses of the International Officers shall be determined by the International Executive Board.

ARTICLE XVI

APPEALS

All appeals from decisions rendered by any board or officer shall first be submitted to the International President for review; if, in his judgment, the merits of the case warrant a retrial, the same shall be referred to the next regular session of the International Organization for hearing whose verdict shall be final. All cases wherein the International President has original jurisdiction, shall be subject to appeal to the International Organization in Convention assembled.

ARTICLE XVII

CREDENTIALS OF INTERNATIONAL OFFICERS

A Credential shall be issued to each International Officer, showing rank, date of election or appointment, and tenure of office, which shall be recognized by all members of the Brotherhood of Sleeping Car Porters as authority to act for the International Organization within the limits of the Constitution.

ARTICLE XVIII

CREDENTIALS OF DELEGATES

A certificate of election as delegate shall be forwarded to the Int. Sec'y-Treas. properly certified and signed by the local division President and Secretary-Treasurer. The delegate so authorized to represent such local division at conventions shall be furnished credentials signed and sealed by the

International President and International Secretary-Treasurer, authorizing him to represent his division at the session of the International Organization for which it is issued.

The International Secretary shall send to each Local, fifteen (15) days prior to convention, the number of delegates that have qualified to the convention and the number of votes each local is entitled to.

ARTICLE XIX

DONATIONS

The International Organization funds shall not be donated for any purpose except by recommendation and authorization of the International Executive Board.

ARTICLE XX

GRAND REGISTER

The International Secretary-Treasurer shall keep a Grand Register in which he shall record the names and addresses of all members of the Order and their standing therein.

ARTICLE XXI

ORGANIZATION OF LOCAL DIVISIONS

Seven or more persons having the proper qualifieation may constitute a local division.

ARTICLE XXII

INSTRUCTIONS

Local Divisions of the Brotherhood shall receive instructions on the constitution and unwritten work and duties of the membership from time to time as the International President of the International Organization may deem necessary.

ARTICLE XXIII

BILLS AND ACCOUNTS

Local Divisions shall be responsible to the International Organization for all bills and accounts contracted by them and which must be adjusted before representation will be permitted in convention.

ARTICLE XXIV

SOUVENIRS

It shall be unlawful for the International Organization or any local division to endorse any article or merchandise. It shall be unlawful for a local division to sell or grant to any person or persons the right to solicit advertisements or to issue souvenirs or any like matter in the name of the Brotherhood. Any member convicted for violation of this rule shall be expelled.

ARTICLE XXV

FISCAL YEAR

The fiscal year of this order shall begin on the first day of August.

ARTICLE XXVI

DISPOSITION OF FUNDS

Funds of the International Organization shall be deposited to the account of the Brotherhood at least once a week in some bank or banks jointly agreed upon by the International President and International Secretary-Treasurer, subject to the approval of the International Executive Board, and such officers shall not be held responsible for any loss caused by the failure of any bank when deposit is made in accordance with this article.

All checks and drafts drawn against the funds of the International Organization to be valid shall have the signature of the International Secretary-Treasurer, countersigned by the International President.

ARTICLE XXVII

LADIES' AUXILIARY

The International President shall organize or cause to be organized Ladies' Auxiliaries in each division. The Ladies' Auxiliary to be subordinate to the International Brotherhood of Sleeping Car Porters and its respective Officials.

A charter shall be issued to the International Ladies' Auxiliary, and the officers of the Auxiliary elected at its conventions shall be installed by the International President of the Brotherhood of Sleeping Car Porters. If, in the opinion of the International Executive Board and the International President of the Brotherhood of Sleeping Car Porters, the Ladies' Auxiliary is not conducting its business affairs and adapting policies in harmony with and to the best interests of the Brotherhood, the Brotherhood's International Executive Board shall have the power and have the right to call the International officers of the Ladies' Auxiliary in, or all of the members of the International Executive Board of the Ladies' Auxiliary before it for investigation, consultation and advice. It lies within the power of the International President, with the approval of the International Executive Board, to revoke the charter of the International Ladies' Auxiliary or any of its divisions.

ARTICLE XXVIII

MAGAZINE

It shall be the duty of the International Executive Board to publish a periodical for the propaganda of the organization.

ARTICLE XXIX

DISTRIBUTION OF CONSTITUTIONS

Every member of the Order shall be required to possess a copy of the Constitution. Such possession will imply a full knowledge on his part of the laws, orders and provisions contained therein, and his acceptance thereof.

ARTICLE XXX

AMENDMENTS

All amendments to this Constitution shall be made by the delegates in Convention assembled. A two-thirds (⅔'s) vote of the qualified delegates shall be necessary to ratify such amendments.

ARTICLE XXXI

RESOLUTIONS AND RESOLUTIONS COMMITTEE

The President shall, one week before the date set for the Convention, appoint a committee on resolutions and constitution consisting of not less than five members, and all resolutions shall be forwarded to the International Secretary-Treasurer on or before the seventh day immediately preceding the convening of such Gonvention, for transmission to such committee. Resolutions can otherwise be introduced only by unanimous consent of the Convention.

RULES AND REGULATIONS FOR LOCAL UNIONS

ARTICLE I

NAME AND COMPOSITION

Each Division shall consist of seven or more members and shall be hailed and entitled ....Division of the Brotherhood of Sleeping Car Porters. (It cannot voluntarily dissolve so long as seven (7) members in good standing object thereto.)

ARTICLE II

TIME AND PLACE OF MEETING

The regular meeting of each division shall be held at such time and place as agreed upon, but the division shall hold at least one (1) regular meeting each month.

ARTICLE III

ORDER OF BUSINESS

Robert's Rules of Order, revised, shall be the standard work deciding all points of order.

The order of business at special meetings shall be determined by the call of such meetings, handling only such business as is set forth in the call for the meeting, which shall be done in writing, forwarding copy to each member. The order of business at regular meetings shall be as follows:

1. Chaplain's prayer
2. Introduction of visitors
3. Roll Call of officers
4. Reading of minutes of preceding meeting
5. Reading of applications
6. Voting on applications
7. Reading of correspondence
8. Committees and reports
9. Unfinished business
10. New business
11. Nomination of officers
12. Election of officers
13. Installation of officers
14. Good and welfare
15. Adjournment.

The President will call the meeting to order and conduct same according to the order of business as expeditiously as possible. The meeting will be automatically closed upon conclusion of order of business without taking a vote for adjournment. The seating arrangement of the lodge room shall be entirely within the discretion of the Division. Members desiring to leave the lodge room before the meeting is closed will rise and ask permission from the Chairman.

ARTICLE IV

QUORUM

Seven members of a division in good standing shall constitute a quorum, and shall be qualified to transact the legal business of the Division; in the absence of all officers, the members present may elect two (2) from their number to act as chairman and a secretary of said meeting.

ARTICLE V

JURISDICTION AND AUTHORITY

The jurisdiction and authority of a local division shall be that assigned by the International Organization.

ARTICLE VI

OFFICERS AND ELECTIONS

The officers shall be a President, a Vice-President, and a Secretary-Treasurer, an Executive Board with a minimum of five and a maximum of nine members, elective, a Chaplain and a Sentinel and a Porter, appointive; the appointive officers shall be appointed by the President-elect prior to installation and they shall be installed with the elective officers. No member shall be eligible to hold office in any local division, or membership on the Local Executive Board, Auditing or Grievance Committee who shall not have been continuously financial for at least three years preceding elections except where new divisions are established. Continuously financial shall be defined as never being in arrears exceeding three (3) months during the three (3) years immediately preceding elections.

In addition to other elective officers, a delegate to represent the Local Division in International Convention shall be nominated and elected concurrently with other officers at the last local election preceding the regular convention. Not less than two (2) nominations shall be made for a delegate. The nominee receiving the highest number of votes shall be elected delegate; the nominee rceiving the next highst number of votes shall be elected alternate.

The Local Division shall have authority to elect a second Vice-President; all regularly elected and appointed officers shall serve the term of three years, or until their successors have duly qualified. Nominations shall be made triennially in every Division at any time during the month of June and the nominations shall be held as many days as the condition of the runs in the district warrant. All nominations of officers in the Local Division shall be made from the floor. The Secretary-Treasurer shall prepare a ballot showing the name and the office for which each has been nominated. Voting shall be conducted during the month of July for as many days as the condition of runs in the district warrant.

All ballots shall be disregarded and destroyed if the instructions contained therein are not complied with in every manner and new nominations and elections shall be held immediately upon proof of error, certified by a majority vote in the Division meeting. Ballots shall be counted in the regular meeting immediately following the conclusion of the election.

The President shall appoint three tellers, not nominees when possible, who shall open and count the ballots and announce the results by calling the name of each candidate, the office and number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied. All elective and appointive officers shall be installed at the first regular meeting in August following elections, or as soon thereafter as possible.

In divisions of twenty-five (25) or less financial membership and in divisions where no permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be conducted by mail as hereinafter provided. In divisions of more than twenty-five (25) financial membership where permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be by personal casting of vote as hereinafter provided.

Elections shall be supervised by two (2) or three (3) tellers, not nominees, if possible, and appointed in accordance with Article VI. Volunteer tellers shall be used.

Tellers shall hand the ballot to each voter and will interpret and apply the rules governing the election, as prescribed.

No member shall leave the election room with his ballot prior to casting it.

The President of a Division shall name the dates and daily hours during which period members may vote.

Ballots shall not be mailed to members except as designated in Paragraph Six of Article VI.

The tellers, at the close of each election day, shall seal ballot box and write their names across the seal; and this seal to be broken by the teller on the next election day.

The ballot box must be placed in a safe position in the Division headquarters and which has been agreed upon by the Division Executive Board, and in divisions where no permanent local headquarters are regularly maintained in such a place as the Division Executive Board directs.

Elections must be held for a minimum of five (5) days and a maximum of fifteen days. On the last day of election the tellers shall open the ballot box and count the ballots and announce the results by calling the name of each candidate, the office and number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied, or if there is no meeting at the time the votes are counted, at the next regular business meeting.

When elections are to be conducted by mail, the following procedure shall be followed: Three (3) envelopes shall be prepared, a small one marked "A", one in which this "A" envelope may be placed and one in which these two envelopes and the ballot may be mailed to members. Instructions as to how the ballot and envelope will be used should appear on back of ballot.

All elective and appointive officers shall be installed at the first regular meeting in August following elections or as soon thereafter as possible.

Failure to follow these rules and regulations will invalidate an election and when an election is adjudged illegal, the time of the next election shall be set by the International President.

ARTICLE VII

DUTIES OF PRESIDENT

He shall preside at all meetings of the Division and see that the laws are strictly complied with. In case of a tie vote on resolutions or motions, the President shall cast the deciding vote.

He shall also be empowered to call special meetings when, in his judgment, it is necessary, or when requested to do so by seven (7) members in good standing. He shall be the chairman of the Local Grievance Committee. The Grievance Committee shall consist of the President and four or more members appointed by the International Vice-

President or Zone Supervisor in charge of the Zone.

ARTICLE VIII

DUTIES OF VICE-PRESIDENT

It is the duty of the Vice-President to assist the President in the discharge of his duties, preside in his absence, and in case of death, removal or resignation of the President, he shall assume that office and discharge all duties for the unexpired term, and the Second Vice-President should succeed the first Vice-President.

ARTICLE IX

DUTIES OF SECRETARY-TREASURER

He shall keep a true and correct record of all proceedings, proper to be written, of each meeting and members present. He shall be custodian of the funds and property of the Local Division. He shall keep a correct account of the Local dues remitted to the International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters. He shall assist in the collection of dues and assessments as directed by the International Secretary-Treasurer. The Local Division shall follow the rules and uniform outline submitted by the International Secretary-Treasurer, concurred in by the International

President and the International Executive Board, in keeping of its books and accounts. He shall keep a permanent file of the minutes of all meetings, in chronological order and shall keep a permanent file of all correspondence with the International Organization. He shall also be bonded.

ARTICLE X

DUTIES OF DELEGATES

The delegates shall be the representatives of the Local Division in all matters to be handled in Convention.

ARTICLE XI

DUTIES OF PORTER

He shall assist the President at meetings, arranging property, holding elections and in any other way as directed by that officer.

ARTICLE XII

DUTIES OF SENTINEL

He shall guard the door during the meetings and admit no one who is not in possession of his membership card or password, except those who are vouched for as being in good standing by a local officer.

ARTICLE XIII

SCOPE AND POWER OF THE DIVISION EXECUTIVE BOARD

The Local Division Executive Board shall consist of the Division President, the Division Secretary ex-officio, and five, seven or nine members. A majority of the members shall represent a quorum.

As soon after election as possible the Board shall meet and elect a chairman and a secretary from among its own members.

The Board shall meet once a month or whenever in the opinion of the President or a majority of its members a meeting is necessary.

If the work of the Board members makes it difficult and sometimes impossible to get a quorum, then a method of voting through the mail should be adopted on any questions that may be pending.

The Local Division Executive Board should act as an advisory council to the President of the Division, devise plans for organizing new members, for keeping old members financial, assist in instituting educational programs, entertainments, the raising of funds or any other matter pertinent to the welfare and best interest of the Local Division.

The Board shall formulate plans in the

interest and welfare of the Division but they must be submitted to the Local Division in its business meeting for acceptance or rejection.

ARTICLE XIV

WITHDRAWALS, RESIGNATIONS AND TRANSFERS

When a member withdraws, it shall be done in writing. The Secretary-Treasurer shall so state on his ledger account and forward a written report of such withdrawal to the International Secretary-Treasurer. All transfers shall be made in conformity with rules provided on official transfer cards, which shall be obtained from the International Secretary-Treasurer.

Delinquent members shall not be permitted to withdraw, resign or transfer until payment of all dues, and assessments up to and inclusive of the date of same are paid; withdrawal to be restricted to members furloughed or leaving the service as porters or maids and limited to one (1) year.

All resignations of officers shall be made in writing, and same shall be submitted to the Division and shall be accepted or rejected by them.

The local Secretary-Treasurer shall forward to the International Secretary-Treasurer all requests for withdrawals, resignations or transfers.

ARTICLE XV

QUALIFICATIONS FOR VOTING

No member will be allowed to cast a vote in a Local Division who is not a member thereof, but he may have a voice on questions of order. Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

ARTICLE XVI

VIOLATION OF OBLIGATION AND PENALTIES THEREOF

Any member in good standing may prefer charges against any other member deemed guilty of violation of the obligation of membership or conduct detrimental to the welfare of the order. The charges shall be preferred in writing to the President of the Division to which the party accused belongs. The President shall thereupon call the party accused who will have thirty (30) days within which to file his reply in writing with the President. Whereupon, copies of the original charges and answers will be immediately forwarded to the International President for review. If, in the opinion of International President, further investigation is warranted, notice of trial will be furnished to all interested parties, and same will be conducted either in regular or special meetings of the Division. The selection of counsel and witnesses shall be restricted to members in good standing and written evidence from any source, when relevant and proper, shall be admissible. Each member of the Division shall be served with written notice of the date of trial. The members present shall render the verdict. Both prosecution and defense shall retire from the room until the verdict is reached. A two-thirds (⅔'s) vote of the members present shall be necessary for conviction. If convicted, the penalty shall be either a reprimand or expulsion.

A member convicted for any cause shall have the right of appeal to the International President, if made within ten (10) days from date of conviction. The International President shall promptly review the evidence in conjunction with the International Executive Board. A majority vote of the Board shall be required for a decision. If appeal is taken from this decision, it must be filed with the International President within thirty (30) days, and final hearing will be conducted at the next convention.

ARTICLE XVII

QUALIFICATIONS OF APPLICANTS

Sleeping car porters, maids and attendants, bus boys and all employees performing the work on sleeping cars, parlor cars or composite cars on which food and drinks are sold and beds made, and chair car and train porters, are eligible for membership in the Brotherhood of Sleeping Car Porters regardless of race, sex, creed, color or nationality.

All members not engaged in active service shall have a voice but no vote in division meetings, except porters or maids who were discharged from the service on account of his or her activities with the Brotherhood.

A special card of indentification for retired members and members who were discharged from the service on account of their activities for the Brotherhood, who were members in good standing when retired, shall be issued by the International Secretary-Treasurer.

ARTICLE XVIII

COMMITTEES

The creation of committees shall be determined as the conditions and necessities of the Division may justify or as otherwise ordered by the International President.

ARTICLE XIX

COMPENSATION TO OFFICIALS OF DIVISION

Compensation may be voted for officials as the financial condition may warrant with the consent and approval of the International President.

ARTICLE XX

POLITICS AND RELIGION

The influence or sympathy of this Order shall not be used either for or against any political or religious organization. No local division shall be permitted to engage in any political activities except in conjunction with a program or policy which may be adopted by the International Organization in convention assembled or through joint action of the International Organization and delegates perfected through correspondence when the International Organization is not in session.

ARTICLE XXI

AUDITING

The books of the Secretary-Treasurer shall be audited by an Auditing Committee of three (3) appointed by the division President from the members of the division Executive Board and his statement of accounts shall be certified by their signatures and the division seal.

The books and accounts of the Secretary-Treasurer shall be subject to an audit by certified public accountants at any time, under the direction of the International Executive Board.

ARTICLE XXII

DISPOSITION OF APPLICATIONS

Any member in good standing may solicit memberships, filling out the application and promptly forwarding same to the Secretary-Treasurer of the Division to which application for membership is made. Application shall be voted on at next meeting. If accepted, application will be immediately forwarded to International Secretary-Treasurer, and applicant will be notified of acceptance to membership. The International Secretary-Treasurer will promptly communicate with the applicant, furnishing him with all necessary information, including notice of dues and assessments when payable.

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MEMORANDUM

Constitution and General Rules

of the

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants

(An International Union)

BROTHERHOOD OF SLEEPING CAR PORTERS

Organized August 25, 1925

●

Affiliated with

THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

●

Revised 1956

26

Constitution and General Rules

of the

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants

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●

Revised 1956

36

PREAMBLE

We, the members of the First National Convention of the Brotherhood of Sleeping Car Porters assembled, do hereby ordain and establish this constitution and the general rules as the fundamental law of the Brotherhood until altered in subsequent conventions.

It shall be the object of the Brotherhood to promote the general welfare of its members, to advance and protect their interests, social, moral, intellectual and material; to develop a recognition and observance of the principles and idealism of true brotherhood; to safeguard their families and themselves by the exercise of mutual benevolence; to counsel sobriety, honesty, courtesy, industry and efficient discipline.

It shall also be the aim of the Brotherhood, lawfully, to seek to raise the standards of living of its members, to maintain harmonious relations and constructive cooperation with employers; to adjust such differences as may arise, from time to time, between employer and employee in order that mutual confidence may exist to the increased satisfaction and benefit of the employer, the employee and the public.

Constitution and General Rules
# of the
Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants
(An International Union)

ARTICLE I

NAME, STYLE, LOCATION

The name of this Organization shall be known as The Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants. The International Headquarters of The Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants shall be located in New York City, New York.

ARTICLE II

COMPOSITION

The Brotherhood of Sleeping Car Porters shall consist of an International Organization, composed as hereinafter provided, and of such local divisions as may hold recognized relations with the International Organization.

ARTICLE III

INTERNATIONAL ORGANIZATION

The International Organization shall consist of the International President, International Secretary-Treasurer, four (4) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.

Voting representation of the Local Divisions shall be on the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such Local Division.

Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

International Officers (International President, International Secretary-Treasurer, and the four International Vice-Presidents) and lay members of International Executive Board shall be exempt from the payment of membership dues and assessments. An International Organization official shall be permitted to represent his division as a delegate.

ARTICLE IV

MEETINGS: TIME AND PLACE OF

International conventions of the Brotherhood of Sleeping Car Porters shall convene the second Monday in September, triennially and continue for one week or less in such places as may be designated in the preceding meetings. If, in the judgment of the International President, an emergency has arisen, he shall have authority to change date or place of meeting with approval of International Executive Board.

ARTICLE V

QUORUM

A majority of the duly elected delegates shall constitute a quorum, and shall have authority to transact the business of the convention, either in person, or by proxy.

ARTICLE VI

JURISDICTION

The International Organization shall have jurisdiction over all subjects pertaining to the Brotherhood, and its enactments and decisions shall be final upon all questions, and shall be the "Supreme Law" of the Brotherhood; it shall hear and decide all matters of controversy, which may be brought before it by appeal or otherwise, it may reprove and punish for misconduct the local division; it shall adopt laws and regulations of general application for the government of the Brotherhood, and alter, amend, or repeal the same and shall regulate and control the unwritten work of the Brotherhood, it shall have the power to require and execute bonds for all officers that occupy places of trust who handle any funds of the Brotherhood.

ARTICLE VII

GOVERNMENT OF THE BROTHERHOOD

This Brotherhood shall be governed by the following bodies: (1) International Convention, (2) International Executive Board, (3) International President, (4) Local Divisions.

All the sovereign powers, including the Legislative, Executive, Administrative and Judicial Powers of the Brotherhood of Sleeping Car Porters shall be vested in its International Convention when in session.

All the powers, except Legislative, of the International Convention, when in session, shall, when the same is not in session, pass to and be vested in the International Executive Board, with the exception of such powers as may herein be specifically delegated to the various officers of the Brotherhood.

All of the powers, except Legislative, exercised by the International Convention when in session, and all the powers exercised by the International Executive Board when in session, shall, when such bodies are not in session, pass to and be vested in the International President, with the exception of such powers as may be specifically delegated to the International Executive Board and other International Officers by this Constitution, and such powers shall be exercised subject to approval of the International Executive Board. All other International Officers shall exercise such powers as are conferred upon them by this Constitution.

The Local Divisions shall have authority to exercise such powers as are conferred upon them by this Constitution.

ARTICLE VIII

INTERNATIONAL OFFICERS

The International Officers of this Brotherhood shall consist of an International President, an International Secretary-Treasurer and four International Vice-Presidents. The International Officers and the lay members of the International Executive Board shall be elected at each regular convention and shall hold office for three years or until their successors have been chosen and have qualified. Their term of office, unless to fill a vacancy, shall begin October 1. They shall be sworn in during the session of the International Convention at which they are elected.

ARTICLE IX

DUTIES OF PRESIDENT

The International President is the official head of the Order and shall preside at the International Convention of the Brotherhood and conduct same in conformity with this Constitution; he shall have the deciding vote in case of a tie on any question that is being voted on by the Convention; he shall at all times exercise a general supervision over all officers of the International Organization; he shall give his entire time to the duties of his office, and shall act to the best of his abilities in furthering the interest of the Organization. He shall appoint all Convention Committees.

He shall conduct the installation of officers present at the Convention and personally, or by his appointed deputy, install all other International Officers.

He shall have authority to call a special session of the International Organization at any time, and shall, upon a request of a two-thirds (⅔'s) vote of the International Executive Board.

In the event of death, resignation or removal of an International Organization officer, he shall appoint a successor for the unexpired term, with the approval of the International Executive Board.

He shall adjust all matters referred to him in conformity with the general rules.

The International President shall decide all questions of law, regulate any controversies or difficulties that may arise between one member, or members, and their Division, or Divisions, and an International Officer, subject to an appeal to the I. E. B., whose decision shall be final unless reversed by decision of the International Convention.

He shall be jointly responsible with the International Secretary-Treasurer for all funds of the International Organization. He shall give bond to be made payable to the Brotherhood of Sleeping Car Porters in an amount which shall be determined by the International Executive Board.

He shall organize, or cause to be organized, all local divisions.

When the International President makes a decision or issues an order to a local division or the officers or members thereof, the same shall be complied with until such decision or order is reviewed and reversed by the I. E. B. or International Convention. Refusal to obey such decision or order shall subject the offender to suspension of membership, or suspension or revocation of charter.

He shall be empowered to demand and take possession of, and examine the books of any local division, or the dues card of members, and to delegate such power to any International Officer or other duly accredited representative.

Whenever the affairs of a local division are improperly conducted, or the officers thereof are neglectful, dishonest or incompetent, or the membership is indifferent to the management of the division, and the rights and interest of the members of the division are likely to be placed in jeopardy, the International President, with the approval of the I. E. B., may appoint a Special Trustee to take immediate charge and control of the division and its affairs. Immediately upon appointment of such Special Trustee, the functions of all officers shall terminate, and such functions shall pass to the Special Trustee.

He shall have power to call special meetings, convene local divisions, and may preside at same, or deputize an International Officer, or other duly accredited representative, to act in his stead.

He shall have the right and shall be empowered to designate the International Officers who shall negotiate agreements.

He shall make such assessments for revenue as may be necessary, with the approval of the International Executive Board.

In the event of the death, resignation or removal of the International Secretary-Treasurer, he shall act as International Secretary-Treasurer until a successor is approved by the I. E. B., which shall be within thirty (30) days of the date of such vacancy.

He shall employ such help as may be necessary to conduct the work of his office and shall set the salaries of such help, with the approval of the International Executive Board.

He shall have the power to act, and decide upon any emergency arising in the affairs of the Brotherhood, not otherwise provided for herein.

ARTICLE X

DUTIES OF THE INTERNATIONAL EXECUTIVE BOARD

The International Executive Board shall

consist of the International President, the International Secretary-Treasurer, four (4) International Vice-Presidents and seven (7) additional members of the Organization other than officials. The lay members of the Executive Board shall be selected as follows: one (1) from the East, one (1) from the Middle West, one (1) from the Pacific Coast and the other four (4) members to be distributed geographically as equitably as possible. Immediately after their election or as soon as possible, it shall meet and elect one of their own members as a Chairman and one as Secretary .

The Secretary of the International Executive Board shall furnish a copy of all correspondence received by him for the attention of the Board. He shall take the minutes of the Board meeting and furnish a copy of same to each member of the Board.

In the event of the death, resignation or removal of the President, his successor for the unexpired term shall be elected by the International Executive Board within thirty (30) days, choosing one from among their number.

In the event of the death, resignation or removal from office for any cause of the International Secretary-Treasurer, or any member of the International Executive Board, such vacancy or vacancies shall be filled by appointment by the International President, with the approval of the International Executive Board.

The Board may, upon its own motion, call the International President into consultation on any matter pertaining to the Order.

Not less than two (2) meetings a year shall be held by the members of the Board in person, and as soon after their election as possible, a practical method of communicating with each other by correspondence on all important matters pertaining to the Organization that properly come within the cognizance of this Board, shall be worked out.

The Board shall submit a report of its proceedings at the regular convention, including any recommendation for legislation or constitutional amendments that, in its judgment, are necessary to the welfare of the Order.

The Board shall have general supervision of the funds of the International Organization, the investment of its funds, and the custody of the securities in which the funds are invested. It shall also have control of donations and all unusual or extraordinary expenditure of funds.

It shall have access to the books and accounts of the International Secretary-Treasurer at any time. It shall audit or designate some certified public accountant to audit the books and accounts at least once each year, or at any time, when in its judgment, it is necessary, or when directed to do so by the International President.

The Board shall approve all surety bonds required by the Constitution and general rules, and shall have custody of the bonds of the International President and International Secretary-Treasurer.

It shall be the duty of the International Executive Board to publish a periodical for the education and propaganda of the Brotherhood.

When charges are preferred against any officer or member of the International Executive Board, for violation of obligation or neglect of duty, those members of the International Executive Board, not personally involved in the charges shall conduct the trial. Not less than thirty (30) days' notice shall be given to all interested parties. Selection of counsel and witnesses shall be within the membership for both prosecution and defense. Written evidence from any source, when relevant and proper, shall be admissible. On completion of the trial, the Board shall render a written verdict, promptly sending copies thereof to all delegates. If convicted, the penalty shall be either a reprimand, suspension or expulsion.

ARTICLE XI

DUTIES OF INTERNATIONAL SECRETARY-TREASURER

The Secretary-Treasurer shall be the financial officer of the Brotherhood, and Secretary of the Convention. He shall receive all monies due the International Organization, giving his receipt therefor. He shall conduct the correspondence pertaining to his office and act as custodian of all other properties of the International Organization, not otherwise provided for. He shall devote his whole time to the proper performance of his duties.

He shall conduct all his business, correspondence, etc., in a prompt and systematic manner; keeping files, etc., of all documents and copies of all correspondence; he shall procure all necessary printing required by the officers in conducting the official correspondence and other business of the Brotherhood, and shall employ such assistance as shall be deemed necessary by the I. E. B.

He shall retain records on file for the individual members for determining their standing; and all other information necessary for keeping a complete record of the entire membership. He shall keep a correct financial account between the several local divisions and the International, and shall pay all legal bills within the authority of this Constitution. He shall have supervision over all employees at the International Office, and full charge and management of the International Headquarters. He shall employ such help as may be necessary to conduct the work of his office in a proper manner.

He shall establish and maintain a triplicate page day book system, which shall show the amounts of money paid, and the dates on which such payments were made by each member. Such triplicate page day book shall be the official day book of this Brotherhood and shall be procured by Division Secretary-Treasurers from the International Secretary-Treasurer.

The International Secretary-Treasurer shall give a bond for the faithful performance of his duties in such amount as may be determined by the I. E. B.

At each regular convention he shall submit a detailed report of the receipts and expenditures of all funds, attaching thereto vouchers covering all items of expense. He shall assist the President in making arrangements for the sessions of the convention, and shall attend such sessions with all necessary books and documents.

He shall furnish the I. E. B. with all papers, financial statements and other information desired by the Board at any time or place designated by them.

In case of vacancy in the office of International President by death, resignation or other cause, the International Secretary-Treasurer shall perform the duties of the International President until his successor is elected by the International Executive Board.

ARTICLE XII

DUTIES OF THE INTERNATIONAL VICE-PRESIDENTS

The International Vice-Presidents shall function as assistants or Deputy General Organizers, assigned to Zones or subdivisions of administration work by the International President, with the approval of the International Executive Board.

It shall be the duty of the International Vice-Presidents, when on full time pay, to devote their whole time to the interests of the Brotherhood. They shall assist the International President in the discharge of his duties at the sessions of the International Organization Convention. They shall organize local divisions; hold union meetings; visit and instruct divisions in the unwritten work of the Order; inquire into their conditions; reporting all violations of the law; supervise Zones; and render such other services as may be assigned to them by the International President.

ARTICLE XIII

MEMBERSHIP

No person shall be eligible to become or remain a member in this Brotherhood who holds membership in or affiliation with any group, club, society or other organization which, in the opinion of the I. E. B., exercises or claims to exercise duties and functions similar to those exercised by this Brotherhood or its locals, or which claims jurisdiction in whole or in part over matters which are within the jurisdiction of this Brotherhood.

No person shall be eligible to become or remain a member of this Brotherhood who is or becomes a member or associates himself with, or lends support to any organization or group that expounds or promotes any doctrine or philosophy inimical to or subversive of the fundamental principles and institutions of the Government of the United States or the Dominion of Canada, or that seeks to overthrow these Governments by force or violence.

ARTICLE XIV

APPLICATION FOR MEMBERSHIP

All applications shall be made to local divisions upon the form provided for that purpose by the International Organization and supplied by the International Secretary-Treasurer. Membership shall become effective with the date of that application by the local division to which application is made and full fee paid, unless application is disapproved by local division or International President.

ARTICLE XV

DUTIES OF MEMBERSHIP

Every member of the B.S.C.P. shall be bound by the duties of membership included in this Article and as it may be amended from time to time.

It is the duty of each and every member to pay all dues and assessments promptly, faithfully attend all meetings of the local, unless prevented by absence from the city or other good and sufficient cause; to procure a copy of the Constitution from the local Secretary-Treasurer; to comply with all laws, rules, regulations and decisions of the International Organization; to see that the Constitution is not violated by the local; to recognize any other member in good standing as a Brother; and never to speak falsely or maliciously of a member or officer or vilify his character.

It is the duty of each and every member to refrain from revealing any business or proceedings of the B.S.C.P. unless such information has been published or released for publication by the International Office, or, in matters pertaining only to locals, by the Executive Officers of the local division affected.

It is the duty of each and every member to channel every complaint, grievance or charge involving members, officers, local or the International Organization through the machinery set up by this Constitution; to refrain from attending, holding, or encouraging outside or rump meetings; to refrain from circulating, signing or encouraging petitions; and to handle all such matters through discussion and decision in local meetings and as otherwise provided for in this Constitution.

It is the duty of each and every member of the B.S.C.P. not to belong to or be associated with any group or organization of any kind, secret or otherwise, which seeks to disrupt union business or elections by procedures or tactics not provided for in this Constitution.

It is the duty of each and every member of the B.S.C.P. elected or appointed to any office or committee or delegated to perform service of any kind for the B.S.C.P. to perform such voluntarily accepted duties to the best of his knowledge and ability.

Any violation, evasion or failure to perform the duties of membership as herein defined, may be the subject of charges and trials as provided in the Constitution and By-Laws of the B.S.C.P.

ARTICLE XVI

DUES, FEES, ASSESSMENTS

The joining fee of the Brotherhood of Sleeping Car Porters shall be Twenty-five Dollars ($25.00). For the members residing in the United States of America and the Canadian Pullman employes, the dues shall be Four Dollars ($4.00) per month, payable in advance, and an annual assessment of Ten Dollars ($10.00) shall be paid not later than August 31st of each year.

Of the dues paid by the members of each local division, three ($3.00) dollars shall be sent to the International Secretary-Treasurer for the International Fund. One ($1.00) dollar shall remain in the local division to defray its expenses. All joining fees and assessments shall be sent to the International Secretary-Treasurer for the International Fund.

For the members residing in the Dominion of Canada, other than Pullman employes, the dues shall be Four Dollars and Eighty-five Cents ($4.85) per month, payable in advance.

Of the dues paid by the Canadian members of the local divisions, three dollars and eighty-five cents ($3.85) shall be sent to the International Secretary-Treasurer for the International Fund. One ($1.00) dollar shall remain in the local division to defray its expenses. All joining fees shall be sent to the International Secretary-Treasurer for the International Fund.

A member shall be exempt from the payment of one (1) month's dues for every thirty (30) consecutive days he is out of active service due to illness or furlough.

A member having been out of active service for six (6) months shall be exempt from the payment of dues and assessments, and shall have voice but no vote in division affairs. (This shall not apply to members holding office at the time of its adoption.)

Membership is terminated when a member becomes more than three (3) months in arrears in dues or indebted to the Organization for an amount in excess of three (3) months' dues. A vote of the local division will not be required for such termination. A member's dues card shall be deemed sufficient notice of arrears and no further notice shall be required from the Division Secretary.

A terminated member may be reinstated on payment of all back dues and arrearages, including dues for the current month, provided he reinstates before he is discharged or a decision rendered against him, under the Union Shop Agreement.

ARTICLE XVII

SALARIES AND TRAVELING EXPENSES

All International salaries, except normal office help, and all traveling expenses shall be determined by the International Executive Board.

ARTICLE XVIII

APPEALS

All appeals from decisions rendered by any officer subordinate to the International

President shall first be submitted to the International President for review and decision. If a decision rendered by the International President is unsatisfactory, an appeal may be made to the I.E.B. If its decision is unsatisfactory, an appeal may be made to the next regular convention. All appeals from decisions are limited to sixty days from date of decision.

ARTICLE XIX

CREDENTIALS OF DELEGATES

A certificate of election as delegate shall be forwarded to the International Secretary-Treasurer, properly certified and signed by the local division President and Secretary-Treasurer. The delegate so authorized to represent such local division at conventions shall be furnished credentials signed and sealed by the International President and International Secretary-Treasurer, authorizing him to represent his division at the session of the International Organization for which it is issued.

The International Secretary shall send to each local, fifteen (15) days prior to convention, the number of delegates that have qualified to the convention and the number of votes each local is entitled to.

ARTICLE XX

ORGANIZATION OF LOCAL DIVISIONS

Seven or more persons having the proper qualification may constitute a local division.

ARTICLE XXI

INSTRUCTIONS

Local Divisions of the Brotherhood shall receive instructions on the constitution and unwritten work and duties of the membership from time to time as the International President of the International Organization may deem necessary.

ARTICLE XXII

BILLS AND ACCOUNTS

Local Divisions shall be responsible to the International Organization for all bills and accounts contracted by them and which must be adjusted before representation will be permitted in convention.

ARTICLE XXIII

SOUVENIRS

It shall be unlawful for the International Organization or any local division to endorse any article or merchandise. It shall be unlawful for a local division to sell or grant to any person or persons the right to solicit advertisements or to issue souvenirs or any like matter in the name of the Brotherhood. Any member convicted for violation of this rule shall be expelled.

ARTICLE XXIV

FISCAL YEAR

The fiscal year of this order shall begin on the first day of August.

ARTICLE XXV

DISPOSITION OF FUNDS

Funds of the International Organization shall be deposited to the account of the Brotherhood at least once a week in some bank or banks jointly agreed upon by the International President and International Secretary-Treasurer, or the approval of the International Executive Board, and such officers shall not be held responsible for any loss caused by the failure of any bank when deposit is made in accordance with this article.

All checks and drafts drawn against the funds of the International Organization to be valid shall have the signature of the International Secretary-Treasurer, countersigned by the International President.

ARTICLE XXVI

LADIES' AUXILIARY

The International President shall organize or cause to be organized Ladies' Auxiliaries in each division. The Ladies' Auxiliary to be subordinate to the International Brotherhood of Sleeping Car Porters and its respective Officials.

A charter shall be issued to the International Ladies' Auxiliary, and the officers of the Auxiliary elected at its conventions shall be installed by the International President of the Brotherhood of Sleeping Car Porters. If, in the opinion of the International Executive Board and the International President of the Brotherhood of Sleeping Car Porters, the Ladies' Auxiliary is not conducting its business affairs and adopting policies in harmony with and to the best interests of the Brotherhood, the Brotherhood's International Executive Board shall have the power and have the right to call the International officers of the Ladies' Auxiliary in, or all of the members of the International Executive Board of the Ladies' Auxiliary before it for investigation, consultation and advice. It lies within the power of the International President, with the approval of the International Executive Board, to revoke the charter of the International Ladies' Auxiliary or any of its divisions.

ARTICLE XXVII

DISTRIBUTION OF CONSTITUTIONS

It shall be the duty of each member of the Brotherhood to possess a copy of the Constitution, which can be secured from the Local Secretary-Treasurer. The International Secretary-Treasurer or other officer in charge of the Zone shall provide the Local Secretary-Treasurer and/or other officers with sufficient copies for distribution to all members of the local. Members shall be notified of the availability of the Constitution. Such notification will imply possesion of and full knowledge on his part of the laws, orders and provisions contained therein and his acceptance thereof.

ARTICLE XXVIII

AMENDMENTS

All amendments to this Constitution shall be made by the delegates in Convention assembled. A two-thirds (⅔'s) vote of the qualified delegates shall be necessary to ratify such amendments.

ARTICLE XXIX

RESOLUTIONS AND RESOLUTIONS COMMITTEE

The President shall, at least one week before the date set for the Convention, appoint a Committee on Resolutions and Constitution consisting of not less than three members, and all resolutions shall be forwarded to the International Secretary-Treasurer on or before the twentieth day immediately preceding the convening of such Convention, for transmission to such committee. Resolutions can otherwise be introduced only by unanimous consent of the Convention.

RULES AND REGULATIONS FOR LOCAL DIVISIONS

ARTICLE I

NAME AND COMPOSITION

Each Division shall consist of seven or more members and shall be hailed and entitled ....Division of the Brotherhood of Sleeping Car Porters. (It cannot voluntarily dissolve so long as seven (7) members in good standing object thereto.)

ARTICLE II

TIME AND PLACE OF MEETING

The regular meeting of each division shall be held at such time and place as agreed upon, but the division shall hold at least one (1) regular meeting each month.

ARTICLE III

ORDER OF BUSINESS

Robert's Rules of Order, revised, shall be the standard work deciding all points of order.

The order of business at special meetings shall be determined by the call of such meetings, handling only such business as is set forth in the call for the meeting, which shall be done in writing, forwarding copy to each member. The order of business at regular meetings shall be as follows:

1. Chaplain's prayer
2. Introduction of visitors
3. Roll Call of officers
4. Reading of minutes of preceding meeting
5. Reading of applications
6. Voting on applications
7. Reading of correspondence
8. Committees and reports

9. Unfinished business
10. New business
11. Nomination of officers
12. Election of officers
13. Installation of officers
14. Good and welfare
15. Adjournment.

The President will call the meeting to order and conduct same according to the order of business as expeditiously as possible. The meeting will be automatically closed upon conclusion of order of business without taking a vote for adjournment. The seating arrangement of the lodge room shall be entirely within the discretion of the Division. Members desiring to leave the lodge room before the meeting is closed will rise and ask permission from the Chairman.

ARTICLE IV

QUORUM

Seven members of a division in good standing shall constitute a quorum, and shall be qualified to transact the legal business of the Division; in the absence of all officers, the members present may elect two (2) from their number to act as chairman and a secretary of said meeting.

ARTICLE V

OFFICERS AND ELECTIONS

The officers shall be a President,, a Vice-President, a Secretary-Treasurer, an Executive Board with a minimum of five and a maximum of nine members, elective, a Chaplain, a Sentinel and a Porter, appointive; the appointive officers shall be appointed by the President-elect prior to installation and they shall be installed with the elective officers. No member shall be eligible to hold office in any local division, or membership on the Local Executive Board, Auditing or Grievance Committee who shall not have been continuously financial for at least three years preceding elections except where new divisions are established. Continuously financial shall be defined as never being in arrears exceeding three (3) months during the three (3) years immediately preceding elections.

In addition to other elective officers, a delegate to represent the Local Division in International Convention shall be nominated and elected concurrently with other officers at the last local election preceding the regular convention. Not less than two (2) nominations shall be made for a delegate. The nominee receiving the highest number of votes shall be elected delegate;

the nominee receiving the next highest number of votes shall be elected alternate.

The Local Division shall have authority to elect a second Vice-President; all regularly elected and appointed officers shall serve the term of three years, or until their successors have duly qualified. Nominations shall be made triennially in every Division at any time during the month of June and the nominations shall be held as many days as the condition of the runs in the district warrant. All nominations of officers in the Local Division shall be made from the floor. The Secretary-Treasurer shall prepare a ballot showing the name and the office for which each has been nominated. Voting shall be conducted during the month of July for as many days as the condition of runs in the district warrant.

All ballots shall be disregarded and destroyed if the instructions contained therein are not complied with in every manner and new nominations and elections shall be held immediately upon proof of error, certified by a majority vote in the Division meeting. Ballots shall be counted in the regular meeting immediately following the conclusion of the election.

The President shall appoint three tellers, not nominees when possible, who shall open and count the ballots and announce the results by calling the name of each candidate, the office and the number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied. All elective and appointive officers shall be installed at the first regular meeting in August following elections, or as soon thereafter as possible.

In divisions of twenty-five (25) or less financial membership and in divisions where no permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be conducted by mail as hereinafter provided. In divisions of more than twenty-five (25) financial membership where permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be by personal casting of vote as hereinafter provided.

Elections shall be supervised by two (2) or three (3) tellers, not nominees, if possible, and appointed in accordance with Article V. Volunteer tellers shall be used.

Tellers shall hand the ballots to each voter and will interpret and apply the rules governing the election, as prescribed.

No member shall leave the election room with his ballot prior to casting it.

The President of a Division shall name the dates and daily hours during which period members may vote.

Ballots shall not be mailed to members except as designated in Paragraphs Six of Article V.

The tellers, at the close of each election day, shall seal ballot box and write their names across the seal; and this seal to be broken by the teller on the next election day.

The ballot box must be placed in a safe position in the Division headquarters and which has been agreed upon by the Division Executive Board, and in divisions where no permanent local headquarters are regularly maintained in such a place as the Division Executive Board directs.

Elections must be held for a minimum of five (5) days and a maximum of fifteen days. On the last day of election the tellers shall open the ballot box and count the ballots and announce the results by calling the name of each candidate, the office and number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for anyoffice, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied, or if there is no meeting at the time the votes are counted, at the next regular business meeting.

When elections are to be conducted by mail, the following procedure shall be followed: Three (3) envelopes shall be prepared, a small one marked "A", one in which this "A" envelope may be placed and one in which these two envelopes and the ballot may be mailed to members. Instructions as to how the ballot and envelope will be used should appear on back of ballot.

All elective and appointive officers shall be installed at the first regular meeting in August following elections or as soon thereafter as possible.

Failure to follow these rules and regulations will invalidate an election and when an election is adjudged illegal, the time of the next election shall be set by the International President.

ARTICLE VI

DUTIES OF PRESIDENT

He shall preside at all meetings of the Division and see that the laws are strictly complied with. In case of a tie vote on resolutions or motions, the President shall cast the deciding vote.

He shall also be empowered to call special meetings when, in his judgment, it is necessary, or when requested to do so by seven (7) members in good standing. He shall be the chairman of the Local Grievance Committee. The Grievance Committee shall consist of the President and four or more members appointed by the International Vice-President or Zone Supervisor in charge of the Zone.

ARTICLE VII

DUTIES OF VICE-PRESIDENT

It is the duty of the Vice-President to assist the President in the discharge of his duties, preside in his absence, and in case of death, removal or resignation of the President, he shall assume that office and discharge all duties for the unexpired term, and the Second Vice-President should succeed the first Vice-President.

ARTICLE VIII

DUTIES OF SECRETARY-TREASURER

He shall receive all monies paid into the division, and shall enter all payments in the official books and in every respective member's dues book, showing the exact date the payment was made. He shall remit International Funds to the International Secretary-Treasurer monthly or semi-monthly, as directed by the International Secretary-Treasurer. Failure to do so shall authorize the International President or the I. E. B. immediately to remove such officer.

He shall keep a correct account of each member's financial standing, together with his full name and address, and all other necessary information regarding him. He shall keep a true and correct record of all proceedings, proper to be written, of each meeting and members present. He shall be custodian of the funds and property of the division. He shall keep correct account of the funds remitted to the International Secretary-Treasurer of the B.S.C.P.

He shall follow the rules and uniform outline submitted by the International Secretary-Treasurer, concurred in by the International President and the International Executive Board, in the keeping of books and accounts. He shall keep a permanent file of the minutes of all meetings in chronological order, and shall keep a permanent file of all correspondence with the Zone and International Office.

He shall be bonded as directed by the International Secretary-Treasurer. He shall deposit the funds of the local division in a bank in the name of the B.S.C.P., and money shall be drawn from the account only by check signed by the President and himself.

ARTICLE IX

DUTIES OF DELEGATES

The delegates shall be the representatives of the Local Division in all matters to be handled in Convention.

ARTICLE X

DUTIES OF PORTER

He shall assist the President at meetings, arranging property, holding elections and in any other way as directed by that officer.

ARTICLE XI

DUTIES OF SENTINEL

He shall guard the door during the meetings and admit no one who is not in possession of his membership card or password, except those who are vouched for as being in good standing by a local officer.

ARTICLE XII

SCOPE AND POWER OF THE DIVISION EXECUTIVE BOARD

The Local Division Executive Board

shall consist of the Division President, the Division Secretary ex-officio, and five, seven or nine members. A majority of the members shall represent a quorum.

As soon after election as possible the Board shall meet and elect a chairman and a secretary from among its own members.

The Board shall meet once a month or whenever in the opinion of the President or a majority of its members a meeting is necessary.

If the work of the Board members makes it difficult and sometimes impossible to get a quorum, then a method of voting through the mail should be adopted on any questions that may be pending.

The Local Division Executive Board should act as an advisory council to the President of the Division, devise plans for organizing new members, for keeping old members financial, assist in instituting educational programs, entertainment, the raising of funds or any other matter pertinent to the welfare and best interest of the Local Division.

The Board shall formulate plans in the interest and welfare of the Division but they must be submitted to the Local Division in its business meeting for acceptance or rejection.

ARTICLE XIII

WITHDRAWALS, RESIGNATIONS AND TRANSFERS

When a member withdraws, it shall be done in writing. The Secretary-Treasurer shall so state on his ledger account and forward a written report of such withdrawal to the International Secretary-Treasurer. All transfers shall be made in conformity with rules provided on official transfer cards, which shall be obtained from the International Secretary-Treasurer.

Delinquent members shall not be permitted to withdraw, resign or transfer until payment of all dues, and assessments up to and inclusive of the date of same are paid; withdrawal to be restricted to members furloughed or leaving the service as porters or maids and limited to one (1) year.

All resignations of officers shall be made in writing, and same shall be submitted to the Division and shall be accepted or rejected by them.

The local Secretary-Treasurer shall forward to the International Secretary-Treasurer all requests for withdrawals, resignations or transfers.

ARTICLE XIV

QUALIFICATIONS FOR VOTING

No member will be allowed to cast a vote in a Local Division who is not a member thereof, but he may have a voice on questions of order. Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

ARTICLE XV

VIOLATION OF DUTIES OF MEMBERSHIP AND PENALTIES THEREOF

Any member in good standing may prefer charges against any other member deemed guilty of violation of the duties of membership or conduct detrimental to the welfare of the order. The charges shall be preferred in writing to the President of the Division to which the party accused belongs. The President shall thereupon call the party accused who will have thirty (30) days within which to file his reply in writing with the President. Whereupon, copies of the original charges and answers will be immediately forwarded to the International President for review. If, in the opinion of International President, further investigation is warranted, notice of trial will be furnished to all interested parties, and same will be conducted either in regular or special meetings of the Division. The selection of counsel and witnesses shall be restricted to members in good standing and written evidence from any source, when relevant and proper, shall be admissible. Each member of the Division shall be served with written notice of the date of trial. The members present shall render the verdict. Both prosecution and defense shall retire from the room until the verdict is reached. A two-thirds (⅔'s) vote of the members present shall be necessary for conviction. If convicted, the penalty shall be either a reprimand or expulsion.

A member convicted for any cause shall have the right of appeal to the International President, if made within thirty (30) days from date of conviction. The International President shall promptly review the evidence in conjunction with the International Executive Board. A majority vote of the Board shall be required for a decision. If appeal is taken from this decision, it must be filed with the International President within sixty (60) days, and final hearing will be conducted at the next convention.

ARTICLE XVI

QUALIFICATIONS OF APPLICANTS

Sleeping car porters, maids and attendants, bus boys and all employees performing the work on sleeping cars, parlor cars or composite cars on which food and drinks are sold and beds made, and chair car and train porters, are eligible for membership in the Brotherhood of Sleeping Car Porters regardless of race, sex, creed, color or nationality.

All members not engaged in active service shall have a voice but no vote in division meetings, except porters or maids who were discharged from the service on account of his or her activities with the Brotherhood.

A special card of identification for retired members and members who were discharged from the service on account of their activities for the Brotherhood, who were members in good standing when retired, shall be issued by the International Secretary-Treasurer.

ARTICLE XVII

COMMITTEES

The creation of committees shall be determined as the conditions and necessities of the Division may justify or as otherwise ordered by the International President.

ARTICLE XVIII

COMPENSATION TO OFFICIALS OF DIVISION

Compensation may be voted for officials as the financial condition may warrant with the consent and approval of the International President.

ARTICLE XIX

POLITICS AND RELIGION

The influence or sympathy of this Order shall not be used either for or against any political or religious organization. No local division shall be permitted to engage in any political activities except in conjunction with a program or policy which may be adopted by the International Organization in convention assembled or through joint action of the International Organization and delegates perfected through correspondence when the International Organization is not in session.

ARTICLE XX

AUDITING

The books of the Secretary-Treasurer

shall be audited by an Auditing Committee of three (3) appointed by the division President from the members of the division Executive Board and his statement of accounts shall be certified by their signatures and the division seal.

The books and accounts of the Secretary-Treasurer shall be subject to an audit by certified public accountants at any time, under the direction of the International Executive Board.

ARTICLE XXI

DISPOSITION OF APPLICATIONS

Any member in good standing may solicit memberships, filling out the application and promptly forwarding same to the Secretary-Treasurer of the Division to which application for membership is made. Application shall be voted on at next meeting. If accepted, application will be immediately forwarded to International Secretary-Treasurer, and applicant will be notified of acceptance to membership. The International Secretary-Treasurer will promptly communicate with the applicant, furnishing him with all necessary information, including notice of dues and assessments when payable.

INSTALLATION OBLIGATION

"I, ..., do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the Constitution, rules and regulations of the Brotherhood of Sleeping Car Porters. I will deliver to my successor in office all books, papers and other property of this Brotherhood that may be in my possession at the close of my official term. All of this I solemnly promise with the full knowledge that to violate this pledge is to stamp me as a man devoid of principle and destitute of honor."

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MEMORANDUM

MEMORANDUM

Dellums

Constitution and General Rules

of the

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants

(An International Union)

BROTHERHOOD
of
SLEEPING CAR PORTERS

Organized August 25, 1925

•

Affiliated with

THE AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATION
and CANADIAN LABOR CONGRESS

•

Revised 1965

36

Constitution and General Rules

of the

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants

(An International Union)

BROTHERHOOD
"DAD" MOORE
of
SLEEPING CAR PORTERS

Organized August 25, 1925

●

Affiliated with

THE AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATION
and CANADIAN LABOR CONGRESS

●

Revised 1965

36

Preamble

We, the members of the First National Convention of the Brotherhood of Sleeping Car Porters assembled, do hereby ordain and establish this constitution and the general rules as the fundamental law of the Brotherhood until altered in subsequent conventions.

It shall be the object of the Brotherhood to promote the general welfare of its members, to advance and protect their interests, social, moral, intellectual and material; to develop a recognition and observance of the principles and idealism of true brotherhood; to safeguard their families and themselves by the exercise of mutual benevolence; to counsel sobriety, honesty, courtesy, industry and efficient discipline.

It shall also be the aim of the Brotherhood, lawfully, to seek to raise the standards of living of its members, to maintain harmonious relations and constructive cooperation with employers; to adjust such differences as may arise, from time to time between employer and employee in order that mutual confidence may exist to the increased satisfaction and benefit of the employer, the employee and the public.

Constitution and General Rules of the Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants

(An International Union)

ARTICLE I

Name, Style, Location

The name of this Organization shall be known as The Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants. The International Headquarters of the Brotherhood shall be in a city designated by the International Executive Board. The International Headquarters of the Brotherhood which is now located in New York City shall remain there until another city is designated by the International Executive Board.

ARTICLE II

Composition

The Brotherhood of Sleeping Car Porters shall consist of an International Organization, composed as hereinafter provided, and of such local divisions as may hold recognized relations with the International Organization.

ARTICLE III

International Organization

The International Organization shall consist of the International President, International Secretary-Treasurer, two (2) International Vice-Presidents (this number shall be reached by not refilling these positions when they become vacant) and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.

Voting representation of the Local Divisions shall be on the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such Local Division.

Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

International Officers (International President, International Secretary-Treasurer, and the International Vice-Presidents) and lay members of International Executive Board shall be exempt from the payment of membership dues and assessments. An International Organization official shall be permitted to represent his division as a delegate.

ARTICLE IV

Meetings: Time and Place of

International conventions of the Brotherhood of Sleeping Car Porters shall convene the second Monday in September, triennially and continue for one week or less in such places as may be designated in the preceding meetings. If, in the judgment of the International President, an emergency has arisen, he shall have authority to change date or place of meeting with approval of International Executive Board.

ARTICLE V

Quorum

A majority of the duly elected delegates shall constitute a quorum, and shall have authority to transact the business of the convention, either in person, or by proxy.

ARTICLE VI

Jurisdiction

The International Organization shall

have jurisdiction over all subjects pertaining to the Brotherhood, and its enactments and decisions shall be final upon all questions, and shall be the "Supreme Law" of the Brotherhood; it shall hear and decide all matters of controversy, which may be brought before it by appeal or otherwise, it may reprove and punish for misconduct the local division; it shall adopt laws and regulations of general application for the government of the Brotherhood, and alter, amend, or repeal the same and shall regulate and control the unwritten work of the Brotherhood, it shall have the power to require and execute bonds for all officers that occupy places of trust who handle any funds of the Brotherhood.

ARTICLE VII

Government of the Brotherhood

This Brotherhood shall be governed by the following bodies: (1) International Convention, (2) International Executive Board, (3) International President, (4) Local Divisions.

All the sovereign powers, including the Legislative, Executive, Administrative and Judicial Powers of the Brotherhood of Sleeping Car Porters shall be vested in its

International Convention when in session.

All the powers, except Legislative, of the International Convention, when in session, shall, when the same is not in session, pass to and be vested in the International Executive Board, with the exception of such powers as may herein be specifically delegated to the various officers of the Brotherhood.

All of the powers, except Legislative, exercised by the International Convention when in session, and all the powers exercised by the International Executive Board when in session, shall, when such bodies are not in session, pass to and be vested in the International President, with the exception of such powers as may be specifically delegated to the International Executive Board and other International Officers by this Constitution, and such powers shall be exercised subject to approval of the International Executive Board. All other International Officers shall exercise such powers as are conferred upon them by this Constitution.

The Local Divisions shall have authority to exercise such powers as are conferred upon them by this Constitution.

ARTICLE VIII

International Officers

The International Officers of this Brotherhood shall consist of an International President, an International Secretary-Treasurer and two International Vice-Presidents. The International Officers and the lay members of the International Executive Board shall be elected at each regular convention and shall hold office for three years or until their successors have been chosen and have qualified. Their term of office, unless to fill a vacancy, shall begin October 1. They shall be sworn in during the session of the International Convention at which they are elected.

ARTICLE IX

Duties of President

Chair. of Board.

The International President is the official head of the Order, ~~and shall~~ preside at the International Convention of the Brotherhood and conduct same in conformity with this Constitution; he shall have the deciding vote in case of a tie on any question that is being voted on by the Convention; he shall at all times exercise a general supervision over all officers of the International Organization; he shall give his entire time to the duties of his office, and shall act to the best of his abilities in furthering the interest of the Organization. He shall appoint all Convention Committees.

He shall conduct the installation of officers present at the Convention and personally, or by his appointed deputy, install all other International Officers.

He shall have authority to call a special session of the International Organization at any time, and shall, upon a request of a two-thirds (⅔'s) vote of the International Executive Board.

In the event of death, resignation or removal of an International Organization officer, he shall appoint a successor for the unexpired term, with the approval of the International Executive Board.

He shall adjust all matters referred to him in conformity with the general rules.

The International President shall decide all questions of law, regulate any controversies or difficulties that may arise between one member, or members, and their Division, or Divisions, and an International Officer, subject to an appeal to the I. E. B., whose decision shall be final unless reversed by decision of the International Convention.

He shall be jointly responsible with the International Secretary-Treasurer for all funds of the International Organization. He shall give bond to be made payable to the Brotherhood of Sleeping Car Porters in an amount which shall be determined by the International Executive Board.

He shall organize, or cause to be organized, all local divisions.

When the International President makes a decision or issues an order to a local division or the officers or members thereof, the same shall be complied with until such decision or order is reviewed and reversed by the I. E. B. or International Convention. Refusal to obey such decision or order shall subject the offender to suspension of membership, or suspension or revocation of charter.

He shall be empowered to demand and take possession of, and examine the books of any local division, or the dues card of members, and to delegate such power to any International Officer or other duly accredited representative.

Whenever the affairs of a local division are improperly conducted, or the officers thereof are neglectful, dishonest or incompetent, or the membership is indifferent to the management of the division, and the rights and interest of the members of the division are likely to be placed in jeopardy, the International President, with the approval of the I.E.B., may appoint a Special Trustee to take immediate charge and control of the division and its affairs. Immediately upon appointment of such Special Trustee, the functions of all officers shall terminate, and such functions shall pass to the Special Trustee.

He shall have power to call special meetings, convene local divisions, and may preside at same, or deputize an International Officer, or other duly accredited representative, to act in his stead.

He shall have the right and shall be empowered to designate the International Officers who shall negotiate agreements.

He shall make such assessments for revenue as may be necessary, with the approval of the International Executive Board.

In the event of the death, resignation or removal of the International Secretary-Treasurer, he shall act as International Secretary-Treasurer until a successor is approved by the I. E. B., which shall be within thirty (30) days of the date of such vacancy.

He shall employ such help as may be necessary to conduct the work of his office and shall set the salaries of such help, with the approval of the International Executive Board.

The International President shall have authority to order a strike affecting any or all the membership involved when agreed upon and approved by the International Executive Board and when in accordance with the Constitution of the Brotherhood of the Sleeping Car Porters.

In the event of a strike, the International President shall be the recognized leader, and with the approval of the International Executive Board, shall have authority to command the entire resources of the Brotherhood.

The agency herein authorized to sanction a strike, which is the International Executive Board, shall also have authority to declare a strike at an end.

He shall have the power to act, and decide upon any emergency arising in the affairs of the Brotherhood, not otherwise provided for herein.

ARTICLE X

Duties of the International Executive Board

The International Executive Board shall

consist of the International President, the International Secretary-Treasurer, two (2) International Vice-Presidents and five (5) additional members of the Organization other than officials. (The five additional members to be arrived at by the first two vacancies not being filled). The lay members of the Executive Board shall be selected as follows; one (1) from the East, one (1) from the Middle West, one (1) from the Pacific Coast and the other two (2) members to be distributed geographically as equitably as possible. Immediately after their election or as soon as possible, it shall meet and elect one of their own members as a Chairman and one as Secretary.

The Secretary of the International Executive Board shall furnish a copy of all correspondence received by him for the attention of the Board. He shall take the minutes of the Board meeting and furnish a copy of same to each member of the Board.

In the event of the death, resignation or removal of the President, his successor for the unexpired term shall be elected by the International Executive Board within thirty (30) days, choosing one from among their number.

In the event of the death, resignation or removal from office for any cause of the International Secretary-Treasurer, or any member of the International Executive Board, such vacancy or vacancies shall be filled by appointment by the International President, with the approval of the International Executive Board.

5 ~~The Board may, upon its own motion, call the International President into consultation on any matter pertaining to the Order.~~

The members of the Board shall meet in person at nine month intervals between Conventions, and as soon after their election as possible, a practical method of communicating with each other, by correspondence, on all important matters pertaining to the Organization that come within the cognizance of this Board, shall be worked out.

The Board shall submit a report of its proceedings at the regular convention, including any recommendation for legislation or constitutional amendments that, in its judgment, are necessary to the welfare of the Order.

The Board shall have general supervision of the funds of the International Organization, the investment of its funds, and the custody of the securities in which the funds are invested. It shall also have control of donations and all unusual or extraordinary expenditure of funds.

It shall have access to the books and accounts of the International Secretary-Treasurer at any time. It shall audit or designate some certified public accountant to audit the books and accounts at least once each year, or at any time, when in its judgment, it is necessary, or when directed to do so by the International President.

The Board shall approve all surety bonds required by the Constitution and general rules, and shall have custody of the bonds of the International President and International Secretary-Treasurer.

It shall be the duty of the International Executive Board to publish a periodical for the education and propaganda of the Brotherhood.

When charges are preferred against any officer or member of the International Executive Board, for violation of obligation or neglect of duty, those members of the International Executive Board, not personally involved in the charges shall conduct the trial. Not less than thirty (30) days' notice shall be given to all interested parties. Selection of counsel and witnesses shall be within the membership for both prosecution and defense. Written evidence from any source, when relevant and proper, shall be admissible. On completion of the trial, the Board shall render a written verdict, promptly sending copies thereof to all delegates. If convicted, the penalty shall be either a reprimand, suspension or expulsion.

ARTICLE XI

Duties of International Secretary-Treasurer

The Secretary-Treasurer shall be the financial officer of the Brotherhood, and Secretary of the Convention. He shall receive all monies due the International Organization, giving his receipt therefor. He shall conduct the correspondence pertaining to his office and act as custodian of all other properties of the International Organization, not otherwise provided for. He shall devote his whole time to the proper performance of his duties.

He shall conduct all his business, correspondence, etc., in a prompt and systematic manner; keeping files, etc., of all documents and copies of all correspondence; he shall procure all necessary printing required by the officers in conducting the official correspondence and other business of the Brotherhood, and shall employ such assistance as shall be deemed necessary by the I. E. B.

He shall retain records on file for the individual members for determining their standing; and all other information necessary for keeping a complete record of the entire membership. He shall keep a correct financial account between the several local divisions and the International, and shall pay all legal bills within the authority of this Constitution. He shall have supervision over all employees at the International Office, and full charge and management of the International Headquarters. He shall employ such help as may be necessary to conduct the work of his office in a proper manner.

He shall establish and maintain a triplicate page day book system, which shall show the amounts of money paid, and the dates on which such payments were made by each member. Such triplicate page day book shall be the official day book of this Brotherhood and shall be procured by Division Secretary-Treasurers from the International Secretary-Treasurer.

The International Secretary-Treasurer

shall give a bond for the faithful performance of his duties in such amount as may be determined by the I. E. B.

At each regular convention he shall submit a detailed report of the receipts and expenditures of all funds, attaching thereto vouchers covering all items of expense. He shall assist the President in making arrangements for the sessions of the convention, and shall attend such sessions with all necessary books and documents.

He shall furnish the I. E. B. with all papers, financial statements and other information desired by the Board at any time or place designated by them.

In case of vacancy in the office of International President by death, resignation or other cause, the International Secretary-Treasurer shall perform the duties of the International President until his successor is elected by the International Executive Board.

ARTICLE XII

Duties of the International Vice-Presidents

The International Vice-Presidents shall function as assistants or Deputy General

Organizers, assigned to Zones or subdivisions of administration work by the International President, with the approval of the International Executive Board.

It shall be the duty of the International Vice-Presidents, when on full time pay, to devote their whole time to the interests of the Brotherhood. They shall assist the International President in the discharge of his duties at the sessions of the International Organization Convention. They shall organize local divisions; hold union meetings; visit and instruct divisions in the unwritten work of the Order; inquire into their conditions; reporting all violations of the law; supervise Zones; and render such other services as may be assigned to them by the International President.

ARTICLE XIII

Membership

No person shall be eligible to become or remain a member in this Brotherhood who holds membership in or affiliation with any group, club, society or other organization which, in the opinion of the I.E.B., exercises or claims to exercise duties and functions similar to those exercised by this Brotherhood or its locals, or which claims jurisdiction in whole or in part over matters which are within the jurisdiction of this Brotherhood.

No person shall be eligible to become or remain a member of this Brotherhood who is or becomes a member or associates himself with, or lends support to any organization or group that expounds or promotes any doctrine or philosophy inimical to or subversive of the fundamental principles and institutions of the Government of the United States or the Dominion of Canada, or that seeks to overthrow these Governments by force or violence.

ARTICLE XIV

Application for Membership

All applications shall be made to local divisions upon the form provided for that purpose by the International Organization and supplied by the International Secretary-Treasurer. Membership shall become effective with the date of that application by the local division to which application is made and full fee paid, unless application is disapproved by local division or International President.

ARTICLE XV

Duties of Membership

Every member of the B.S.C.P. shall be

bound by the duties of membership included in this Article and as it may be amended from time to time.

It is the duty of each and every member to pay all dues and assessments promptly, faithfully attend all meetings of the local, unless prevented by absence from the city or other good and sufficient cause; to procure a copy of the Constitution from the local Secretary-Treasurer; to comply with all laws, rules, regulations and decisions of the International Organization; to see that the Constitution is not violated by the local; to recognize any other member in good standing as a Brother; and never to speak falsely or maliciously of a member or officer or vilify his character.

It is the duty of each and every member to refrain from revealing any business or proceedings of the B.S.C.P. unless such information has been published or released for publication by the International Office, or, in matters pertaining only to locals, by the Executive Officers of the local division affected.

It is the duty of each and every member to channel every complaint, grievance or charge involving members, officers, local or the International Organization through the machinery set up by this Constitution; to refrain from attending, holding, or encouraging outside or rump meetings; to refrain from circulating, signing or encouraging petitions; and to handle all such matters through discussion and decision in local meetings and as otherwise provided for in this Constitution.

It is the duty of each and every member of the B.S.C.P. not to belong to or be associated with any group or organization of any kind, secret or otherwise, which seeks to disrupt union business or elections by procedures or tactics not provided for in this Constitution.

It is the duty of each and every member of the B.S.C.P. elected or appointed to any office or committee or delegated to perform service of any kind for the B.S.C.P. to perform such voluntarily accepted duties to the best of his knowledge and ability.

Any violation, evasion or failure to perform the duties of membership as herein defined, may be the subject of charges and trials as provided in the Constitution and By-Laws of the B.S.C.P.

ARTICLE XVI

Dues, Fees, Assessments

The joining fee of the Brotherhood of Sleeping Car Porters shall be Twenty-five Dollars ($25.00). Effective January 1, 1966, the dues shall be Eight Dollars ($8.00) per month, payable in advance.

Of the dues paid by the members of each local division, six dollars and fifty cents ($6.50) shall be sent to the International Secretary-Treasurer for the International Fund. One dollar and fifty cents ($1.50) shall remain in the local division to defray its expenses. The cost of check-off arrangements with employers shall be borne by the local division. All joining fees and assessments shall be sent to the International Secretary-Treasurer for the International Fund.

A member shall be exempt from the payment of one (1) month's dues for every thirty (30) consecutive days he is out of active service due to illness or furlough.

Retired members shall be exempt from the payment of dues and assessments. Members out of active service, except on leave of absence, for six consecutive months, shall have voice but no vote in division affairs. (This shall not apply to members holding office at the time of its original adoption, 1956).

Membership is terminated when a member becomes more than three (3) months in arrears in dues or indebted to the Organization for an amount in excess of three (3) months' dues. A vote of the local division will not be required for such termination. A member's dues card shall be deemed sufficient notice of arrears and no further notice shall be required from the Division Secretary.

A terminated member may be reinstated on payment of all back dues and arrearages including dues for the current month, provided he reinstates before union shop violation notice is served.

ARTICLE XVII

Salaries and Traveling Expenses

All International salaries, except normal office help, and all traveling expenses shall be determined by the International Executive Board.

ARTICLE XVIII

Appeals

All appeals from decisions rendered by

any officer subordinate to the International President shall first be submitted to the International President for review and decision. If a decision rendered by the International President is unsatisfactory, an appeal may be made to the I.E.B. If its decision is unsatisfactory, an appeal may be made to the next regular convention. All appeals from decisions are limited to sixty days from date of decision.

ARTICLE XIX

Credential of Delegates

A certificate of election as delegate shall be forwarded to the International Secretary-Treasurer, properly certified and signed by the local division President and Secretary-Treasurer. The delegate so authorized to represent such local division at conventions shall be furnished credentials signed and sealed by the International President and International Secretary-Treasurer, authorizing him to represent his division at the session of the International Organization for which it is issued.

The International Secretary shall send to each local, fifteen (15) days prior to convention, the number of delegates that have qualified to the convention and the number of votes each local is entitled to.

ARTICLE XX

Organization of Local Divisions

Seven or more persons having the proper qualification may constitute a local division.

ARTICLE XXI

Instructions

Local Divisions of the Brotherhood shall receive instructions on the constitution and unwritten work and duties of the membership from time to time as the International President of the International Organization may deem necessary.

ARTICLE XXII

Bills and Accounts

Local Divisions shall be responsible to the International Organization for all bills and accounts contracted by them and which must be adjusted before representation will be permitted in convention.

ARTICLE XXIII

Souvenirs

It shall be unlawful for the International

Organization or any local division to endorse any article or merchandise. It shall be unlawful for a local division to sell or grant to any person or persons the right to solicit advertisements or to issue souvenirs or any like matter in the name of the Brotherhood. Any member convicted for violation of this rule shall be expelled.

ARTICLE XXIV

Fiscal Year

The fiscal year of this order shall begin on the first day of August.

ARTICLE XXV

Disposition of Funds

Funds of the International Organization shall be deposited to the account of the Brotherhood at least once a week in some bank or banks jointly agreed upon by the International President and International Secretary-Treasurer, or the approval of the International Executive Board, and such officers shall not be held responsible for any loss caused by the failure of any bank when deposit is made in accordance with this article.

All checks and drafts drawn against the funds of the International Organization to be valid shall have the signature of the International Secretary-Treasurer, countersigned by the International President.

ARTICLE XXVI

Ladies' Auxiliary

The International President shall organize or cause to be organized Ladies' Auxiliaries in each division. The Ladies' Auxiliary to be subordinate to the International Brotherhood of Sleeping Car Porters and its respective Officials.

A charter shall be issued to the International Ladies' Auxiliary, and the officers of the Auxiliary elected at its conventions shall be installed by the International President of the Brotherhood of Sleeping Car Porters. If, in the opinion of the International Executive Board and the International President of the Brotherhood of Sleeping Car Porters, the Ladies' Auxiliary is not conducting its business affairs and adopting policies in harmony with and to the best interests of the Brotherhood, the Brotherhood's International Executive Board shall have the power and have the right to call the International officers of the Ladies' Auxiliary in, or all of the members of the

International Executive Board of the Ladies Auxiliary before it for investigation, consultation and advice. It lies within the power of the International President, with the approval of the International Executive Board, to revoke the charter of the International Ladies' Auxiliary or any of its divisions.

ARTICLE XXVII

Distribution of Constitutions

It shall be the duty of each member of the Brotherhood to possess a copy of the Constitution, which can be secured from the Local Secretary-Treasurer. The International Secretary-Treasurer or other officer in charge of the Zone shall provide the Local Secretary-Treasurer and/or other officers with sufficient copies for distribution to all members of the local. Members shall be notified of the availability of the Constitution. Such notification will imply possesion of and full knowledge on his part of the laws, orders and provisions contained therein and his acceptance thereof.

ARTICLE XXVIII

Amendments

All amendments to this Constitution

shall be made by the delegates in Convention assembled. A two-thirds ($^2/_3$'s) vote of the qualified delegates shall be necessary to ratify such amendments.

ARTICLE XXIX

Resolutions and Resolutions Committee

The President shall, at least one week before the date set for the Convention, appoint a Committee on Resolutions and Constitution consisting of not less than three members, and all resolutions shall be forwarded to the International Secretary-Treasurer on or before the twentieth day immediately preceding the convening of such Convention, for transmission to such committee. Resolutions can otherwise be introduced only by unanimous consent of the Convention.

RULES AND REGULATIONS FOR LOCAL DIVISIONS

ARTICLE I

Name and Composition

Each Division shall consist of seven or

more members and shall be hailed and entitled . . . . .Division of the Brotherhood of Sleeping Car Porters. (It cannot voluntarily dissolve so long as seven (7) members in good standing object thereto.)

ARTICLE II

Time and Place of Meeting

The regular meeting of each division shall be held at such time and place as agreed upon, but the division shall hold at least one (1) regular meeting each month.

ARTICLE III

Order of Business

Robert's Rules of Order, revised, shall be the standard work deciding all points of order.

The order of business at special meetings shall be determined by the call of such meetings, handling only such business as is set forth in the call for the meeting, which shall be done in writing, forwarding copy to each member. The order of business at regular meetings shall be as follows:

1. Chaplain's prayer
2. Introduction of visitors

3. Roll Call of officers
4. Reading of minutes of preceding meeting
5. Reading of applications
6. Voting on applications
7. Reading of correspondence
8. Committees and reports
9. Unfinished business
10. New business
11. Nomination of officers
12. Election of officers
13. Installation of officers
14. Good and welfare
15. Adjournment

The President will call the meeting to order and conduct same according to the order of business as expeditiously as possible. The meeting will be automatically closed upon conclusion of order of business without taking a vote for adjournment. The seating arrangement of the lodge room shall be entirely within the discretion of the Division. Members desiring to leave the lodge room before the meeting is closed will rise and ask permission from the Chairman.

ARTICLE IV

Quorum

Seven members of a division in good

standing shall constitute a quorum, and shall be qualified to transact the legal business of the Division; in the absence of all officers, the members present may elect two (2) from their number to act as chairman and a secretary of said meeting.

ARTICLE V

Officers and Elections

The officers shall be a President, a Vice-President, a Secretary-Treasurer, an Executive Board with a minimum of five and a maximum of nine members, elective, a Chaplain, a Sentinel and a Porter, appointive; the appointive officers shall be appointed by the President-elect prior to installation and they shall be installed with the elective officers. No member shall be eligible to hold office in any local division, or membership on the Local Executive Board, Auditing or Grievance Committee who shall not have been continuously financial for at least one year preceding elections except where new divisions are established. Continuously financial shall be defined as never being in arrears exceeding three (3) months during the one (1) year immediately preceding elections.

In addition to other elective officers, a delegate to represent the Local Division in International Convention shall be nominated and elected concurrently with other officers at the last local election preceding the regular convention. Not less than two (2) nominations shall be made for a delegate. The nominee receiving the highest number of votes shall be elected delegate; the nominee receiving the next highest number of votes shall be elected alternate.

The Local Division shall have authority to elect a second Vice-President; all regularly elected and appointed officers shall serve the term of three years, or until their successors have duly qualified. Nominations shall be made triennially in every Division at any time during the month of June and the nominations shall be held as many days as the condition of the runs in the district warrant. All nominations of officers in the Local Division shall be made from the floor. The Secretary-Treasurer shall prepare a ballot showing the name and the office for which each has been nominated. Voting shall be conducted during the month of July for as many days as the condition of runs in the district warrant.

All ballots shall be disregarded and destroyed if the instructions contained therein are not complied with in every manner and new nominations and elections shall be held immediately upon proof of error, certified by a majority vote in the Division meeting. Ballots shall be counted in the regular meeting immediately following the conclusion of the election.

The President shall appoint three tellers, not nominees when possible, who shall open and count the ballots and announce the results by calling the name of each candidate, the office and the number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied. All elective and appointive officers shall be installed at the first regular meeting in August following elections, or as soon thereafter as possible.

In divisions of twenty-five (25) or less financial membership and in divisions where no permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be conducted by mail as hereinafter provided. In divisions of more than twenty-five (25) financial membership where permanent Local Division headquarters are regularly maintained, voting in any and all elections shall be by personal casting of vote as hereinafter provided.

Elections shall be supervised by two (2) or three (3) tellers, not nominees, if possible, and appointed in accordance with Article V. Volunteer tellers shall be used.

Tellers shall hand the ballots to each voter and will interpret and apply the rules governing the election, as prescribed.

No member shall leave the election room with his ballot prior to casting it.

The President of a Division shall name the dates and daily hours during which period members may vote.

Ballots shall not be mailed to members except as designated in Paragraph Six of Article V.

The tellers, at the close of each election day, shall seal ballot box and write their names across the seal; and this seal to be broken by the teller on the next election day.

The ballot box must be placed in a safe position in the Division headquarters and which has been agreed upon by the Division Executive Board, and in divisions where no permanent local headquarters are regularly maintained in such a place as the Division Executive Board directs.

Elections must be held for a minimum of five (5) days and a maximum of fifteen days. On the last day of election the tellers shall open the ballot box and count the ballots and announce the results by calling the name of each candidate, the office and number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied, or if there is no meeting at the time the votes are counted, at the next regular business meeting.

When elections are to be conducted by mail, the following procedure shall be followed: Three (3) envelopes shall be prepared, a small one marked "A", one in which this "A" envelope may be placed and one in which these two envelopes and the ballot may be mailed to members. Instructions as to how the ballot and envelope will be used should appear on back of ballot.

All elective and appointive officers shall be installed at the first regular meeting in

August following elections or as soon thereafter as possible.

Failure to follow these rules and regulations will invalidate an election and when an election is adjudged illegal, the time of the next election shall be set by the International President.

ARTICLE VI

Duties of President

He shall preside at all meetings of the Division and see that the laws are strictly complied with. In case of a tie vote on resolutions or motions, the President shall cast the deciding vote.

He shall also be empowered to call special meetings when, in his judgment, it is necessary, or when requested to do so by seven (7) members in good standing. He shall be the chairman of the Local Grievance Committee. The Grievance Committee shall consist of the President and four or more members appointed by the International Vice-President or Zone Supervisor in charge of the Zone.

ARTICLE VII

Duties of Vice-President

It is the duty of the Vice-President to

assist the President in the discharge of his duties, preside in his absence, and in case of death, removal or resignation of the President, he shall assume that office and discharge all duties for the unexpired term, and the Second Vice-President should succeed the first Vice-President.

ARTICLE VIII

Duties of Secretary-Treasurer

He shall receive all monies paid into the division, and shall enter all payments in the official books and in every respective member's dues book, showing the exact date the payment was made. He shall remit International Funds to the International Secretary-Treasurer monthly or semi-monthly, as directed by the International Secretary-Treasurer. Failure to do so shall authorize the International President or the I. E. B. immediately to remove such officer.

He shall keep a correct account of each member's financial standing, together with his full name and address, and all other necessary information regarding him. He shall keep a true and correct record of all proceedings, proper to be written, of each meeting and members present. He shall be custodian of the funds and property of the division. He shall keep correct account of the funds remitted to the International Secretary-Treasurer of the B.S.C.P.

He shall follow the rules and uniform outline submitted by the International Secretary-Treasurer, concurred in by the International President and the International Executive Board, in the keeping of books and accounts. He shall keep a permanent file of the minutes of all meetings in chronological order, and shall keep a permanent file of all correspondence with the Zone and International Office.

He shall be bonded as directed by the International Secretary-Treasurer. He shall deposit the funds of the local division in a bank in the name of the B.S.C.P., and money shall be drawn from the account only by check signed by the President and himself.

ARTICLE IX

Duties of Delegates

The delegates shall be the representatives of the Local Division in all matters to be handled in Convention.

ARTICLE X

Duties of Porter

He shall assist the President at meetings, arranging property, holding elections and in any other way as directed by that officer.

ARTICLE XI

Duties of Sentinel

He shall guard the door during the meetings and admit no one who is not in possession of his membership card or password, except those who are vouched for as being in good standing by a local officer.

ARTICLE XII

Scope and Power of the Division Executive Board

The local Division Executive Board shall consist of the Division President, the Division Secretary ex-officio, and five, seven or nine members. A majority of the members shall represent a quorum.

As soon after election as possible the Board shall meet and elect a chairman and a secretary from among its own members.

The Board shall meet once a month or

whenever in the opinion of the President or a majority of its members a meeting is necessary.

If the work of the Board members makes it difficult and sometimes impossible to get a quorum, then a method of voting through the mail should be adopted on any questions that may be pending.

The Local Division Executive Board should act as an advisory council to the President of the Division, devise plans for organizing new members, for keeping old member financial, assist in instituting educational programs, entertainment, the raising of funds or any other matter pertinent to the welfare and best interest of the Local Division.

The Board shall formulate plans in the interest and welfare of the Division but they must be submitted to the Local Division in its business meeting for acceptance or rejection.

ARTICLE XIII

Withdrawals, Resignations and Transfers

When a member withdraws, it shall be done in writing. The Secretary-Treasurer shall so state on his ledger account and forward a written report of such withdrawal to the International Secretary-Treasurer. All transfers shall be made in conformity with rules provided on official transfer cards, which shall be obtained from the International Secretary-Treasurer.

Delinquent members shall not be permitted to withdraw, resign or transfer until payment of all dues, and assessments up to and inclusive of the date of same are paid; withdrawal to be restricted to members furloughed or leaving the service as porters or maids and limited to one (1) year.

All resignations of officers shall be made in writing, and same shall be submitted to the Division and shall be accepted or rejected by them.

The local Secretary-Treasurer shall forward to the International Secretary-Treasurer all requests for withdrawals, resignations or transfers.

ARTICLE XIV

Qualifications for Voting

No member will be allowed to cast a vote in a Local Division who is not a member thereof, but he may have a voice on questions of order. Porters discharged for union activities are eligible to a voice and vote and have the right to hold any elected office.

ARTICLE XV

Violation of Duties of Membership and Penalties Thereof

Any member in good standing may prefer charges against any other member deemed guilty of violation of the duties of membership or conduct detrimental to the welfare of the order. The charges shall be preferred in writing to the President of the Division to which the party accused belongs. The President shall thereupon call the party accused who will have thirty (30) days within which to file his reply in writing with the President. Whereupon, copies of the original charges and answers will be immediately forwarded to the International President for review. If, in the opinion of International President, further investigation is warranted, notice of trial will be furnished to all interested parties, and same will be conducted either in regular or special meetings of the Division. The selection of counsel and witnesses shall be restricted to members in good standing and written evidence from any source, when relevant and proper, shall be admissible. Each member of the Division shall be served with written notice of the date of trial. The members present shall render the verdict. Both prosecution and defense shall retire from the room until the verdict is reached. A two-thirds (⅔'s) vote of the members present shall be necessary for conviction. If convicted, the penalty shall be either a reprimand or expulsion.

A member convicted for any cause shall have the right of appeal to the International President, if made within thirty (30) days from date of conviction. The International President shall promptly review the evidence in conjunction with the International Executive Board. A majority vote of the Board shall be required for a decision. If appeal is taken from this decision, it must be filed with the International President within sixty (60) days, and final hearing will be conducted at the next convention.

ARTICLE XVI

Qualifications of Applicants

Sleeping car porters, maids and attendants, bus boys and all employees performing the work on sleeping cars, parlor cars or composite cars on which food and drinks are sold and beds made, and chair car and train porters, are eligible for membership in the Brotherhood of Sleeping Car Porters regardless of race, sex, creed, color or nationality.

All members not engaged in active service shall have a voice but no vote in division meetings, except porters or maids who were discharged from the service on account of his or her activities with the Brotherhood.

A special card of identification for retired members and members who were discharged from the service on account of their activities for the Brotherhood, who were members in good standing when retired, shall be issued by the International Secretary-Treasurer.

ARTICLE XVII

Committees

The creation of committees shall be determined as the conditions and necessities of the Division may justify or as otherwise ordered by the International President.

ARTICLE XVIII

Compensation to Officials of Division

Compensation may be voted for officials

as the financial condition may warrant with the consent and approval of the International President.

ARTICLE XIX

Politics and Religion

The influence or sympathy of this Order shall not be used either for or against any political or religious organization. No local division shall be permitted to engage in any political activities except in conjunction with a program or policy which may be adopted by the International Organization in convention assembled or through joint action of the International Organization and delegates perfected through correspondence when the International Organization is not in session.

ARTICLE XX

Auditing

The books of the Secretary-Treasurer shall be audited by an Auditing Committee of three (3) appointed by the division President from the members of the division Executive Board and his statement of accounts shall be certified by their signatures and the division seal.

The books and accounts of the Secretary-Treasurer shall be subject to an audit by certified public accountants at any time, under the direction of the International Executive Board.

ARTICLE XXI

Disposition of Applications

Any member in good standing may solicit memberships, filling out the application and promptly forwarding same to the Secretary-Treasurer of the Division to which application for membership is made. Application shall be voted on at next meeting. If accepted, application will be immediately forwarded to International Secretary-Treasurer, and applicant will be notified of acceptance to membership. The International Secretary-Treasurer will promptly communicate with the applicant, furnishing him with all necessary information, including notice of dues and assessments when payable.

Installation Obligation

"I, ..., do hereby sincerely pledge my honor to perform the duties of my office as prescribed by the Constitution, rules and regulations of the Brotherhood of Sleeping Car Porters. I will deliver to my successor in office all books, papers and other property of this Brotherhood that may be in my possession at the close of my official term. All of this I solemnly promise with the full knowledge that to violate this pledge is to stamp me as a man devoid of principle and destitute of honor."

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BROTHERHOOD OF SLEEPING CAR PORTERS
CONSTITUTIONAL AMENDMENTS
REVISED 1968 - 1971 - 1975

First, the International Executive Board recommends that Article III, INTERNATIONAL ORGANIZATION, first paragraph, page 6, of the present constitution and General Rules of the Brotherhood of Sleeping Car Porters be amended to read as follows:

The International Organization shall consist of the International President, International Secretary-Treasurer, one (1) International Vice President, the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.

Second, that Article III, last paragraph, be amended to read as follows:

International Officers (International President, International Secretary-Treasurer, and the International Vice President) and lay members of the International Executive Board shall be exempt from the payment of membership dues and assessments. An International Organization official shall be permitted to represent his division as a delegate.

Third, Article VIII, International Officers, page 10, be amended to read as follows:

The International Officers of this Brotherhood shall consist of an International President, an International Secretary-Treasurer and the International Vice President. The International Officers and the lay members of the International Executive Board shall be elected at each regular convention and shall hold office for three years or until their successors have been chosen and have qualified. Their term of office, unless to fill a vacancy, shall begin October 1. They shall be sworn in during the session of the International Convention at which they are elected.

Fourth, Article IX, Duties of President, first paragraph, page 10, shall be amended to read as follows:

The International President is the official head of the Order, Chairman of the International Executive Board, and shall preside at the International Convention of the Brotherhood and conduct same in conformity with this Constitution; he shall have the deciding vote in case of a tie on any question that is being voted on by the Convention; he shall at all times exercise a general supervision over all officers of the International Organization; he shall give his entire time to the duties of his office, and shall act to the best of his abilities in furthering the interest of the Organization. He shall appoint all Convention Committees.

Fifth, Article IX, Duties of President, page 10 shall be amended by adding the following paragraph as the fourth paragraph of the Article on page 11; the addition to read as follows:

He shall have authority to call a special meeting of the International Executive Board at any time, and shall; upon a request of a majority of the members of the International Executive Board.

Sixth, Article X, Duties of the International Executive Board, first paragraph, page 14 of the printed Constitution be amended to read as follows:

The International Executive Board shall consist of the International President, the International Secretary-Treasurer, the International Vice President, four (4) members of the Organization other than elected officials, and two (2) retired members. One (1) to be chosen from among the ranks of the retired pullman porters and one (1) to be chosen from among the ranks of the retired chair car, parlor car or dining car ranks. If a lay member retires or leaves the service for any cause his membership on the International Executive Board terminates. The lay members of the International Executive Board shall be selected geographically as equitably as possible. Immediately after their election or as soon as possible, it shall meet and elect one of their own members as Secretary.

Further, that paragraph 5 of Article X on page 16 be deleted. The paragraph to be deleted reads as follows:

The Board may, upon its own motion, call the International President into consultation on any matter pertaining to the Order. Further, that paragraph 6 of Article X on page 16 shall be amended to read as follows:

The members of the Board shall meet in person annually between Conventions, and, as soon after their election as possible, a practical method of communicating with each other by correspondence on all important matters pertaining to the Organization that come within the cognizance of this Board, shall be worked out. Further, that paragraph 11 of this same Article, on page 17, be amended by striking it out. The paragraph to be stricken reads as follows:

It shall be the duty of the International Executive Board to publish a periodical for the education and propaganda of the Brotherhood.

Seventh, that Article XI, Duties of International Secretary-Treasurer, first paragraph, page 18, be amended by adding the following sentence:

He shall reside in the city where the International Headquarters of the Brotherhood is located.

Eighth, that Article XII, Duties of the International Vice President , page 20, be amended to read as follows:

The International Vice President shall function as assistant or Deputy General Organizer, assigned to a zone, or zones, or subdivisions of administration work by the International President, with the approval of the International Executive Board.

Ninth, that Article XVI, Dues, Fees, Assessments, first, second and fifth paragraphs on pages 25 and 26 of the printed constitution be amended as follows:

The joining fee of the Brotherhood of Sleeping Car Porters shall be Fifty Dollars ($50.00), effective November 1, 1975. Effective January 1, 1976, the dues shall be Fifteen Dollars ($15.00) per month, payable in advance.

That paragraph 2 of the same Article be amended to read as follows:

Of the dues paid by members of each local division, thirteen dollars ($13.00) shall be sent to or retained by the International Secretary-Treasurer for the International Fund. Two dollars ($2.00) shall remain in the local divisions to defray its expenses. All joining fees and assessments shall be sent to the International Secretary-Treasurer for the International Fund.

Further, that part of paragraph two relating to the cost of the check off arrangements be deleted.

The first sentence of paragraph 5, page 26, of Article XVI is amended to read as follows:

Membership is terminated when a member becomes more than two (2) months in arrears in dues or indebted to the Organization for an amount in excess of two (2) months' dues.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
CORRESPONDENCE

Alves, Hazel

1943-44
&
undated

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
MO 2-5080-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-8262
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

H. Alves

July 21, 1943

Mr. A. Philip Randolph
c/o Mr. Milton Webster
4231 South Michigan Ave.
Chicago, Illinois

Dear Mr. Randolph:

I have looked through our folder on the Texas and Pacific Railroad for the letters you asked me to look up referring to the Brotherhood's recognition of an Adustment Board and our policy toward the Railway Labor Act. I am unable to find any such letters.

Sincerely yours,

Hazel Alves

P. S. Miss Corruthers called and wants a picture of you to include with your speech in their Journal of the Convention. Shall I send her one of the glossy pictures in the file? She must have it by Monday.

July 31, 1945

Mr. A. Philip Randolph
c/o Mr. Milton Webster
4231 South Michigan Ave.
Chicago, Illinois

Dear Mr. Randolph:

I have looked through our folder on the Texas and Pacific Railroad for the letters you asked me to look up referring to the Brotherhood's recognition of an Adjustment Board and our policy toward the Railway Labor Act. I am unable to find any such letters.

Sincerely yours,

Harold Alves

alw

MINUTES
# of the
ORGANIZING COMMITTEE
# of the
New York Division

August 4th, 1943

The Organizing Committee met on the above date. The meeting was opened by the Chairman, Brother D. LaRoche and prayer was by Brother Steadman. The minutes of the last meeting were read and adopted.

The meeting was open for general discussion. Chairman LaRoche gave some interesting remarks on a Florida line.

Brother Ross of Newark and Brother Williams gave reports on their zones. Brother Williams' zone is in Brooklyn.

Chairman LaRoche read a letter from the New York State Federation of Labor regarding their state convention to be held this month. He also read a letter from President Randolph.

Brother Steadman asked a question concerning a line operating out of the New York Central District. Chairman LaRoche explained the operation of a new run.

Brother T. Patterson who just returned from his vacation gave a report on the car cleaner drive. He also reported the results just received from Mr. Webster on cases from this district that were appealed to Mr. D. H. Vromm in Chicago. Four favorable decisions were received.

The meeting was closed with the singing of John Brown's Body.

D. LaRoche, Chairman

B. Daniels, Acting Secretary

Alves

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE PRESIDENT
ROOM 305 - 1308 BROADWAY
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
CHICAGO DIVISION HEADQUARTERS
ERNEST SMITH, SECRETARY-TREASURER
4231 SO. MICHIGAN AVE.
CHICAGO, ILL.
ATLANTIC 1346-1347

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Aug. 11, 1943

Dear Miss Alves,

Kindly send enclosed letter marked A. to Mr. M. P. Webster, First International Vice-President – Mr. Bennie Smith, Second International Vice-President – Mr. E. J. Bradley, third International Vice-President and C. L. Dellums – Fourth International Vice-President.

Send letter marked B to all of the locals in the New York Zone – that is, the Presidents – only.

Give Brother Patterson, Totten and McLaurin a copy each of the letter sent out to the New York zone locals.

Sincerely
A. Philip Randolph

B
Letter to the Locals   Also
of the New York Zone
Mimeograph

To the President

Dear Sir & Brother

August 25, 1943, the Brotherhood of Sleeping Car Porters will reach its 18th birthday year. Every official and member should be proud of its achievements, stability and power.

I want to request and advise that your local along with the other locals in the country, hold an 18th Anniversary Celebration, August 25 or thereabouts, for the inspiration and dedication of the officers and members to build a bigger and better Brotherhood – I wish you to hold a celebration however small it may be. We are making history.

Fraternally
A Philip Randolph
International President

A
Letter Vice-Presidents
Make them individual
letters-

Alves

Dear Brother Webster

As you know, August 25, 1943, is the 18th Anniversary of the birth of the Brotherhood of Sleeping Car Porters. Every official and member ought to be proud of the stability, achievements and power of our great Movement. I, therefore, wish to request and advise that you request and advise each and every local in your zone to hold an 18th Anniversary Celebration August 25 or thereabouts, however small for the inspiration and dedication of the officials and members to build a bigger and better Brotherhood

Fraternally yours
A. Philip Randolph
International President

Alves

ROYAL YORK HOTEL
TORONTO

Canadian Pacific Hotels

Sept 4, 1943

Dear Miss Alves,

Hold article for Dr Logan until return — he wants to read it over. Will leave for New York — Tuesday — Sept 7 —

Sincerely,
A Philip Randolph

CLASS OF SERVICE DESIRED			
DOMESTIC		CABLE	
TELEGRAM		ORDINARY	
DAY LETTER		URGENT RATE	X
SERIAL		DEFERRED	
NIGHT LETTER		NIGHT LETTER	

Patrons should check class of service desired; otherwise the message will be transmitted as a telegram or ordinary cablegram.

WESTERN UNION

1207

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

CHECK
$
ACCOUNTING INFORMATION
S
TIME FILED
F

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

Sept. 15, 1943

To Mr. A. Philip Randolph

Care of or Apt. No. Whitelaw Hotel

Street and No. 13th & T Street, N. W.

Place Washington, D. C.

RECEIVED THIS LETTER FROM INDUSTRIAL DISPUTES INQUIRY COMMISSION OF DEPARTMENT OF LABOUR ROOM 705 1255 McGILL COLLEGE AVE MONTREAL QUEBEC DEAR SIR THIS IS TO ADVISE YOU THAT THE INQUIRY I WAS AUTHORIZED BY THE HONOURABLE THE MINISTER OF LABOUR TO CONDUCT INTO THE ABOVE MENTIONED DISPUTE WILL OPEN AT THE OFFICE OF THE COMMISSION AT 11 O'CLOCK A.M. ON FRIDAY SEPTEMBER 17th 1943 THE COMMISSION'S OFFICES ARE LOCATED AT THE ABOVE ADDRESS SHOULD THE COMMISSION NOT BE ABLE TO BEGIN THE INQUIRY AT THE HOUR AND DATE MENTIONED YOU WILL BE ADVISED I WOULD APPRECIATE WHEN THIS LETTER IS DELIVERED THAT YOU ADVISE ME OF ITS RECEIPT HAS YOUR ORGANIZATION ANY LOCAL REPRESENTATIVE WITH WHOM I COULD

Sender's Name BOTHERHOOD OF SLEEPING CAR PORTERS

Address *Tel. No.*

CLASS OF SERVICE DESIRED

DOMESTIC		CABLE	
TELEGRAM		ORDINARY	
DAY LETTER		URGENT RATE	
SERIAL		DEFERRED	
NIGHT LETTER		NIGHT LETTER	

Patrons should check class of service desired; otherwise the message will be transmitted as a telegram or ordinary cablegram.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

CHECK

ACCOUNTING INFORMATION

TIME FILED

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

To Mr. A. Philip Randolph

Sept. 18, 19 43

Care of or Apt. No.

Street and No.

Place

-2-

COMMUNICATE Signed Bernard Rose INDUSTRIAL DISPUTES INQUIRY COMMISSIONER.

Hazel Alves

Sender's Name Brotherhood of Sleeping Car Porters

Address

Tel. No.

Alva

New York New Haven and Hartford Railroad

EN ROUTE

Oct. 3, 1943

Dear Miss Alvey,

Am now at the Hotel Statler. You may send my mail hear daily. If anything comes up I need to know immediately, you my telephone me.

2

Don't give anybody
my address.

Sincerely

A. Philip Randolph

Alva

HOTEL STATLER BOSTON

STAY Hotels STATLER in BUFFALO CLEVELAND DETROIT ST. LOUIS WASHINGTON
NEW YORK Hotel Pennsylvania PITTSBURGH Hotel William Penn

Oct 5, 1943

Dear Miss Alva,

Kindly make deposit in bank for me since I gave out some checks and I want them covered

Sincerely
A. Philip Randolph

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY
DETROIT, MICHIGAN

BROTHERHOOD
of
SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
MO 2-5080-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-6282
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11' NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

October 5, 1943

Mr. A. Philip Randolph
c/o Statler Hotel
Boston, Massachusetts

Dear Mr. Randolph:

Today Mr. Ben Halpern of the Jewish Frontier called to remind you about the article you are to write for their November issue and which must be in not later than October 15th. He wants a story of the achievements of the March On Washington Movement, an analysis of the charges that it has had dangerous as well as beneficial. He has asked me to let him know if you can get it to him by the 15th.

Also, you have promised to do an article of 1500 words giving a historical sketch, the purposes, objectives and some accomplishments of the Brotherhood for the Quarterly Review of Higher Education Among Negroes, Johnson C. Smith University, T. E. McKinney, Managing Editor. This article , too, is due on October 15th.

Sincerely yours,

Hazel Alves
Hazel Alves

AF/OE
23076

Alex

HOTEL STATLER BOSTON

STAY *Hotels* STATLER *in* BUFFALO CLEVELAND DETROIT ST. LOUIS WASHINGTON
NEW YORK Hotel Pennsylvania PITTSBURGH Hotel William Penn

Oct. 6, 1943

Dear Miss Alyes,

I speak in Boston at First Methodist Church Sunday, December 26. Put this down on schedule.

Send me schedule of speaking dates so I won't make any conflicting dates.

Sincerely
A. Philip Randolph

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
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ASHLEY L. TOTTEN
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11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

October 9, 1943

Mr. A. Philip Randolph
c/o Statler Hotel
Boston, Massachusetts

Dear Mr. Randolph:

Enclosed please find a copy of your speaking engagements and also a copy of the corrected Itinerary.

May I remind you again of the two articles that are due on October 15th and ask that you let me know about them?

Sincerely yours,

Hazel Alves
Hazel Alves

Enc.
AF/OE
23076

SPEAKING ENGAGEMENTS

NOVEMBER 1943	
14 & 15	Denver Division of MOWM
21	South Bend, Indiana - New Salem Baptist Church, Rev. W. E. Hausey
DECEMBER	
4	Newark, N. J. - Free & Accepted Masons of Newark & Vicinity, Rev. William P. Hays
5	New Haven, Conn. - New Haven Open Forum, First Methodist Church, Mrs. H. S. Thompson
26	Boston, Mass. - First Methodist Church
FEBRUARY 1944	
15	New York, N. Y. - Jewish Theological Seminary, Mr. Liston Pope, of Yale University, Divinity School
MARCH	
27	Pittsburgh, Pa. - Young Men & Women's Hebrew Association, Mr. H. Passamaneck, Executive Director

Note: Promised Mr. Marion S. English of Young Men's Christian Association in Harrisburgh Pa. to speak at his Forum this fall. He suggested November 14th but since you were not sure of date promised to write and let him know definitely.

Promised also to speak for the Elders of the Hope Presbyterian some Sunday when you are in vicinity. of Chicago.

ITINERARY

New Orleans	October 24, 25, 26, 27 (leave 28th)
Houston	October 29, 30 (leave 30th)
San Antonio	October 21, November 1, 2 (leave 2nd)
Ft. Worth) Dallas)	November 3, 4, 5, 6 (leave 6th)
St. Louis	November 7
Chicago	November 8

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

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ST. LOUIS, MISSOURI

C L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

October 22, 1943

Mr. A. Philip Randolph
c/o Mr. C. M. Lester
Brotherhood of Sleeping Car Porters
227½ South Rampart Street
New Orleans, La.

Dear Mr. Randolph:

Mr. Thurman Dodson of Washington called today and asked me to let you know that he had spoken to both Senator Wagner and Kapper in connection with the Council to Make FEPC Permanent. Both Senator Wagner and Kapper have accepted the invitation to serve as Honorary Co-Chairman in the Council.

I will deposit your check the first of the week.

Sincerely yours,

Hazel Alves

Alves

Chicago
Nov. 17, 1943

Dear Mr. Alves,

Kindly deposit check immediately. Need it in Bank to cover outstanding checks.

I will be here until Saturday. Send mail.

Sincerely,
A. Philip Randolph

Alves

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
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DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
NEW YORK CITY
MO 2-5080-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-8262

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Nov. 18, 1943

Dear Miss Alves,

Find enclosed release to be sent to all Negro papers and the New York dailies, immediately.

Will return Nov. 23, but you must not let anybody know when I will return except Brotherhood people.

Sincerely
A. Philip Randolph

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
CHICAGO DIVISION HEADQUARTERS
ERNEST SMITH, SECRETARY-TREASURER
4231 SO. MICHIGAN AVE.
CHICAGO, ILL.
OAKLAND 6682

ASHLEY L. TOTTEN
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4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alva

Jan. 31, 1944

Dear Miss Alva:

Kindly send letter on meeting in Y.M.C.A. in Kepperville, Ill. or some place. You should have remembered to give me this matter. I didn't know where I was speaking in Gary but I got some one to drive me out there. It's up to you to remember these things because I forget them—

Sincerely
A. Philip Randolph

A. Philip Randolph
International President

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
2355 Eighteenth Street
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
Affiliated with A. F. of L.
Pacific Coast Headquarters
1716 Seventh Street
Oakland, Calif.
Tel. Twin Oaks 0894

Ashley L. Totten
International Secretary-Treasurer
217 West 125th Street, New York

E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. Dellums
4th International Vice-President

Dellums

January 31, 1944

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
3456 South State Street
Chicago, Illinois

Dear Chief:

In reply to yours of January 26, I wish to advise that I wrote Mr. Torian, Manager of the Southern Pacific Company and asked for a conference on the recent wage increase. The conference was granted and they verbally agreed to go along on the settlement when it was finally determined. I talked with them a few days ago, by telephone, and they told me that they would call me just as soon as they finished with the other unions that were ahead of us.

I have a conference scheduled for February 9, with the Western Pacific to resume negotiation on the contract. I shall submit the question of the recent raise at that time.

I am dictating this at 1:15 P. M., Saturday, the day I'm trying to leave for Chicago. As yet I do not have a reservation. I talked with Mr. Torian's assistant, in the General Office, and he is trying to get me on the "Overland" tonight. However, if it can't be done, well, it just can't be done. In the future you will have to bear my situation in mind because I will have to have at least three weeks in order to be certain of transportation.

Fraternally yours,

C. L. Dellums-Gw

C. L. Dellums
International Vice-President

CLD:gw

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

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ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

February 1, 1944

Mr. A. Philip Randolph
c/o Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
3456 South State Street
Chicago, Illinois

Dear Mr. Randolph:

I spoke to Miss Lane about changing the time of the meeting from February 15th at 8 p.m. to 4 p.m. at the Y. She thought that an evening meeting would be better since more people could attend. She inquired about the 17th at 8 p.m., and although you are scheduled to be in Binghamton for an evening meeting on the 18th, I told her I thought it would be alright. Enclosed you will find a letter which she is sending out on the meeting.

Also enclosed is the letter to Rev. Jernigan for your signature and the letter to Solon C. Bell with the Ad from the NY Times and the leaflet. I will write the letter to Richard Smith, Secretary-Treasurer and to all of the Locals of the Joint Council Dining Car Employees as soon as I get word from you that the letter is correct.

I am enclosing your list of speaking engagements which I thought you had carried with you. The time of the meeting at the YMCA in Indianapolis on the 6th has never been given us in any of their correspondence nor the meeting in Binghamton on the 18th, nor the Forum at Detroit on the 27th. I am terribly sorry that I didn't call this to your attention.

Sincerely yours,

Hazel Alves

P1S. Mr. Domm would like you to stay to lunch at his home.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
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ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

February 4, 1944

Mr. A. Philip Randolph
c/o Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
3456 South State Street
Chicago, Illinois

Dear Mr. Randolph:

In view of the fact that the letter to the membership of the Eastern Zone on the Job Security Tax has been held up because of the securing of vacation with pay, I was wondering if you wanted the Supplementary General Order to the presidents, secretary-treasurers, chairmen of committees, zone supervisors and members, a copy of which is enclosed, to go out as it is or will it too require some changes. Will you let me know about this?

The General Office is awaiting your corrected letter so that they may proceed with the mailing to the membership of the Eastern Zone.

I have deposited your check at the bank the beginning of the week. I am enclosing a copy of the Comparison and Digest of the Bill that you wanted.

Sincerely yours,

Hazel Alves

AF:OE
23076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
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1716 SEVENTH STREET
OAKLAND, CALIFORNIA

March 18, 1944

Mr. A. Philip Randolph
c/o Mr. J. Jackson
916 Second Avenue
Tampa, Florida

Dear Mr. Randolph:

Enclosed is copy of letter you sent me. According to it you wanted me to send letters to each president and secretary-treasurer of divisions listed. You also enclosed copy of letters to be sent to St. Paul, Seattle, Spokane and Portland Divisions giving dates and times for meeting of car cleaners, Ladies Auxiliary and porters. But, you did not send me any information on how you plan to divide your time while in Oakland, Los Angeles, Salt Lake City and Denver. That is, when you plan to hold meetings for the Ladies Auxiliary, car cleaners, if any, and how many days of porter meetings at 1 p.m. in each place. According to the Itinerary enclosed I can tell when you plan the public meetings in each place. I am therefore not sending letters to Oakland, Los Angeles, Salt Lake City and Denver Divisions telling of your arrival until I receive this information from you.

I have sent you the letters with enclosures to the International Executive Board for your signature. Hope you have received them by this.

Have also sent you a telegram concerning telegram from A. J. Cunningham requesting you to speak at St. James Forum May 14th. You advised me by telegram to let A. J. Cunningham know you would not be able to speak. I am unable to do this since I have mailed, in your mail, the original telegram giving the address, city and state. Will you kindly wire Mr. Cunningham of your inability to attend from there.

Sincerely,

Hazel Alves

P.S. Copies of Itinerary are in with your mail.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
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1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

Rogers Hotel
March 23, 1944

Dear Miss Alves,

Find enclosed revised itinerary - Make new copies - Don't send them to me. Will be back March 28.

Send one these [illegible] sheets of the itinerary to the President & Secretary-Treasurers of the Divisions I shall visit.

Sincerely
A Philip Randolph

Send this letter with sheet -:

Dear Sir & Brother:
Find enclosed revised itinerary
Kindly arrange meetings accordingly
Fraternally
A Philip Randolph

Send Mr. Kelly Foster of Portland a copy and also 2 Pres + Secy-Treas.

Mr. Armstrong, Pres.
Mr. Soares Secretary-Treasurer
Los Angeles Division
Los Angeles, Cal

Dear Sirs & Bros.

Brother Dellums and Myself Will visit Los Angeles May 31 to June 12

Kindly arrange to hold following meetings

1. Public Mass Meeting - 2nd Baptist Church June 4
2. Porters meetings 1 p.m. May 31 to June 6
3 Car Cleaners 8 p.m. June 1-2-3
4 Ladies Auxiliary 8 p.m. June 5 ~~7~~
5 March On Washington meeting June 7 - 8 p.m.

Subjects of addresses

A. Philip Randolph, The Negro In War and Peace
C. L. Dellums - The History and Victory of the Brotherhood of Sleeping Car Porters

Kindly advise me of the progress of program

Fraternally yours
A Philip Randolph

31 Revised

ITINERARY OF A. PHILIP RANDOLPH

Chicago, Illinois	May 4 5 ~~8, 9,~~ leave 6 ~~10th~~
St. Paul, Minn.	May 6 7 ~~10, 11~~, leave 8 ~~12th~~, travel 9-10 ~~13, 14~~.
Seattle, Wash.	May 11-12-13 ~~15, 16, 17~~, leave 14 ~~18th~~
Spokane, Wash.	May 15 16 ~~19, 20~~, leave 16 20th
Portland, Oregon	May 17 18 19 20 ~~21, 22, 23, 24~~, leave 20 ~~[illegible]~~
Oakland, Calif.	May 21 22 23 24 25 26 ~~[illegible]~~, leave 26 ~~30th~~
Los Angeles, Calif.	May 27 ~~[illegible]~~, June 28 29 30 31 1 2 3 4 5 6 ~~[illegible], 7, 8, 9, 10,~~ ~~[illegible]~~, leave ~~[illegible]~~
Salt Lake City, Utah	June 9 10 ~~[illegible]~~, leave 10 ~~[illegible]~~
Denver, Colo.	June 11 12 13 14 ~~[illegible], 17, [illegible], [illegible]~~, leave 15 ~~20th~~

Public Meetings

St. Paul	May 7 ~~12~~ - ~~Wed.~~ Sun.
Seattle	May 12 ~~15~~ - ~~Mon.~~ Tuesday
Spokane	May 15 ~~19~~ - ~~Sat.~~ Thursday
Portland	May 17 ~~22~~ - ~~Sun.~~ Wednesday
Oakland	May [illegible] - Thu.
Los Angeles	June [illegible] - Sat.
Salt Lake City	June ~~[illegible]~~ - ~~Wed.~~ Sat.
Denver	June 14 ~~[illegible]~~ - ~~Sun.~~ ~~[illegible]~~ Sunday

Porters meetings 1 p.m.
St Paul - May 6 - Car cleaners May 6
Seattle 11-12-13 Car Cleaners 12
Spokane 15-16 Car Cleaners -
Portland 18-19-20 Car cleaners - 19
Oakland 22-23-24-25- Auxiliary May 23
Los Angeles 27-29-30-31- June 1 - Car Cleaners
June 2-3
Auxiliary nights of May 31
Salt Lake City - June 9-10 Car Cleaners
~~[illegible]~~ 12-13-14 Car Cleaners June 13
Denver Auxiliary June 14
Ladies may attend
any of the porters' meetings

Alex

Tampa Fla.
March 20, 1944

Dear Miss. Alex

Kindly send out these releases immediately - Read them carefully - where you see sign ¶ - make paragraph -

I leave here - Mar. 27.

Sincerely
A. Philip Randolph

Send articles also to white papers of New York City

Alves

Enroute -
May 3, 1944

Dear Miss Alves,

Kindly type the enclosed letter and give it ~~to~~ or send it to Mr. J. Holmes Smith. Keep a carbon for the files.

I promised to leave it there, but forgot it, so if he came or sent for it, I w ask you to find out where he is so you may send it to him in Washington.

Sincerely

A. Philip Randolph

P.S. Send me telegrams wherever you know I am.

Send me mail to St. Paul up to Friday morning - air-mail - special -

I forgot my itinerary - Send it to me in St. Paul.

A.P.R.

Chicago, Ill
May 4, 1944

Dear Miss Alves,

You evidently forgot to send the Calls for the National Non-Partisan Political Conference for Negroes, out to the units of the "March On Washington Movement. Chairmen are complaining that they have not received them. I wish you would send them out immediately. Its most important. (over)

I want to suggest that you keep a day to day diary or program of things to be done. You can't keep large numbers of things to be done in your head and be certain that they will be done —

OK Kindly send me a copy of my speech in Memphis and send Miss Lillian Speights at 135 "S" St., N.W. Washington D.C. a copy, and one to Miss Bertha Lomack 732 Park Rd. N.W. Washington, D.C.

Also send one to Dr.
J.B. Martin c/o R.R. Church
6005 Champlain Ave.,
Chicago, Ill.

When Mr. Mills gets ready to fix up my piece kindly give him the Plaque. Put it away until then.

I gave Mr. Bowe my speech at the Carnegie to give to Miss Johnson to be carried in the Black Worker. Ask Mr. Milgrem to send you a half dozen copies of my speech and send me one at Seattle.

OK

Kindly give my wife a copy of my itinerary with addresses of my stops.

4

Kindly send me OK
telegrams as you receive
them.

I wish you to do a OK
few letters for the
Educational Fund for
Mr. Milgram whenever
he wants them done.

I hope you will keep OK
a record and track of
everything while I away.

Sincerely

A. Philip Randolph

I wish you to send me the address of OK
Mr. Cornelius Mayden in Memphis and the
address of Rev. G. A. Long of the First Baptist Church
there.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD [redacted] of SLEEPING CAR PORTERS

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1716 SEVENTH STREET
OAKLAND, CALIFORNIA

440

ansd

May 6, 1944

Mr. A. Philip Randolph
c/o Mr. Lacey L. Lewis
326 Railway Exchange Bldg.
Seattle, Washington

Dear Mr. Randolph:

Your letter of the 4th received. The letters and Calls to the various March units were mailed air mail before 12 noon Monday, May 1st. The list I used was one that I got from the March Office as I did not have one of my own and which I thought would be the most accurate. Calls also went out about ten days before to a list of people interested in the March to whom we send all press releases. Now those Chairmen that are complaining are evidently not on either one of my lists. If you will let me know the Units that did not receive Calls, I will add them to our list and also send Calls to them.

The address of Mr. Corneilius Maiden is, 724 Ayers Street, Memphis, Tennessee and Rev. G. A. Long is, First Baptist Church, 379 Beale Street, Memphis, Tennessee.

You asked me to call Judge James Watson and ask him to speak at the May 19th Conference of the Liberal Labor Party which is to be formed in New York. I spoke to Judge Watson and he told me he had a previous engagement but asked me to call him back today and give him the details on the Conference and he would let me know if he could arrange to be present. I called the Liberal Labor Committee to get the information on the Conference and in talking with Mr. Ben Davidson I discovered that they wanted to have Milton P. Webster in your stead instead of Judge Watson. Mr. Davidson is to write to Mr. Webster inviting him to address the opening meeting and would like me to send a letter to cover his. Perhaps you will mention it to Mr. Webster.

I gave Miss Lane your message about preparing a draft of five planks to be presented to the Democratic, Republican, and Socialist Conventions. She is going to get it to me by Monday and I will send it on to you. She asked me to let you know she is willing to do what she can but wants to spend most of her effort in salvaging the Non-Partisan Political Conference that was to be held here in New York. In fact the March has set May 27th as the date for the Conference to be held in the March Office. She feels some delegates from New York should be at the Chicago Conference. She also would like to see someone working from here actively on the National Non-Partisan Political Conference and would like to suggest Helen Coleman Dougherty and would like you to express an opinion on her. Miss Lane has spoken to her about it but Miss Dougherty is reluctant and does not want to discuss it until she knows how you feel about her. She also suggests as good workers for the Conference Miss Natalie Morman and Rita Baham both of whom are at present in Chicago. She thinks they will be excellent to work from Chicago. She seems quite concerned and would like to get a word from you on it.

The letter your sent me previously concerning Mr. J. Holmes Smith has been sent to him.

The Workers Defense League has promised to send me copies of your speech. As yet I haven't received them. I am writing Mr. Milgram tonight about them. I will in any case get you a copy for Seattle. A copy of your Memphis speech has been sent to the persons you suggested and one is in your mail for your use.

Mrs. Hedgeman has sent a telegram asking for the names of the Senators you wrote about the Bill. I am sending her the information that she originally sent us. ~~[illegible]~~

Sincerely yours,

Hazel Alves

af:oe
23076

Alver

St Paul, Minn

THE MILWAUKEE ROAD

May 8, 1944

Dear Miss Alver,

Before I left, I arranged with Mr. Totten to let the girls off every Saturday beginning June - first Saturday. Only one girl will be required to be in the office on Saturdays, and so I have decided that you can not get off on Saturdays during May. It would be unfair to the other girls. I know you can understand this.

Sincerely

A Philip Randolph

[illegible]

May 16, 1944

Mr. Norman Cecil Gowans
437 Grant Street
Akron 11, Ohio

Dear Mr. Gowans:

Permit me in the absence of Mr. Randolph to thank you for your letter. I will bring it to his attention when he returns sometime in June.

Sincerely yours,

Hazel Alves
Secretary

af:ee
23076

437 Grant St.,
Akron 11. Ohio
May 1, 1944.

~~Mr.~~ Smr. A. Philip Randolph,
International president,
Brotherhood of Sleeping-Car Porters,
N.Y.C. N.Y.

Respected Smr. Randolph:

For the purpose of a constructive advice and possible guidence from you, I have been encouraged to contact you relative to stating a problem for consideration.

Some time ago, I addressed a letter to you at a diffirent location in N.Y. and not hearing from you I assume that the communication was improperly addressed or lost in the mail.

It is important that young people seek assistance, advice, or critisism, from those persons who by way of special qualification and high achievement will extend a measure of interest to the problem. I am 27 years old and therefore I have a long way to go and moreover with much to learn by way of knowledge and experience. I feel that I am on the right track but it is necessary to make sure.

To state the problem is to say that by way of unprejudiced conceiving, working out, and testing, I believe that I have composed a possible & practical system or detailed idea to the good of service to sociology in view of remedy by way of establishing a social, civic and economic harmony between the minority races and promoting interracial cooperative association to an extent as far as basically possible. I call this system, the Right Action and a first step regards solution and correction to the Negro problem for positive progressive activity to greater achievement and advancement and this being accomplished in full measure will be of greatest assistance to the whole sociology.

I would like to submit a further statement relative to the Right Action, and I will be very greatful if you will show me a way.

Yours very truly,
Norman Cecil Gowens (20th C.)

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

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3456-58 SOUTH STATE STREET
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4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

May 20, 1944

Mr. A. Philip Randolph
c/o Mr. C. L. Dellums
1716 Seventh Street
Oakland, California

Dear Mr. Randolph:

Miss Stark called and asked me to let you know she had just received a contribution of $100 from Mr. Pollet of the Dining Car Employees Union and wanted you to know so that on your next visit to Chicago you could stop in to see him and thank him for it.

Miss Lane would like you to know that she received your letter and has followed through on it.

Sincerely yours,

Hazel Alves

Hazel Alves
Secretary

af:oe
23076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

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4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

May 24, 1944

Mr. A. Philip Randolph
c/o Mr. Oscar Soares
1208 East 20th Street
Los Angeles, Calif.

Dear Mr. Randolph:

Enclosed are the stickers that Mr. Turner has been working on. He would like you to send the letter that the March Office is to get out to the people who will serve on the Opening Committee. You have suggested some which are listed below but if you have any others you would like to add also send them along: Mr. Roosevelt, Mr. Crosswaith, Totten, Dr. Ervin, Rev. Eldridge, Mayor LaGuardia and Miss Lane.

He also wants you to give them a few dates that will be convenient for you in order to make the presentation. They want you present if humanly possible, if not, would like you to suggest the date they should make presentation. They expect to get a delivery of the stickers by the end of this week and would appreciate the letter as soon as possible.

Sincerely yours,

Hazel Alves

Hazel Alves

af:oe
23076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2355 EIGHTEENTH STREET
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIF.
TEL. TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET, NEW YORK

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

Alves

May 24, 1944

Mrs. Hazel Alves
217 West 125th Street
Room 501
New York, New York

Dear Mrs. Alves:

Mr. Totten is having a check of $1,000.00 which the Brotherhood is contributing to the First Baptist Church, Beale Avenue, Memphis, Tennessee, photo's Hazel and mats made by the Rosenberg press. He will turn the mats over to you and I am enclosing herewith a release for you to send out with the mats on the contribution of the Brotherhood to this church, to the press.

Sincerely yours,

A Philip Randolph

A. Philip Randolph
International President

APR:aap
encl. -1

Miss Eloise Kindell, send this release to press, white and colored with mats.

PRESS RELEASE

BROTHERHOOD OF SLEEPING CAR PORTERS ONCTRIBUTES $1000.00 TO MEMPHIS CHURCH WHERE RANDOLPH SPOKE AND BOSS CRUMP CONDEMNED

New York City - May 26 It was announced at the International Headquarters of the Brotherhood of Sleeping Car Porters that $1000.00 was contributed to the First Baptist Church, Beale Avenue, Memphis, under the pastorate of the Rev. G. A. Long where A. Philip Randolph spoke in the celebrated free speech meeting which was opposed by Boss Crump.

It will be recalled that November 7 Mr. Randolph was scheduled to speak at the Mount Nebo Baptist Church of Rev. Roy Love in Memphis and the meeting was stopped by the Memphis city officials by order of Boss Crump, after the sheriff had ordered fifteen leading Negroes of Memphis to the courthouse to be told that Randolph would not be permitted to speak in Memphis. Following this episode, a public meeting was arranged by President William Green of the A. F. of L. and Mr. Randolph was invited to address that meeting in the Rev. G. A. Long's church. This meeting was held March 31, 1944, and a mammoth crowd attended. A Few days after the meeting was held, Boss Crump ordered the fire department chief to inspect the First Baptist Church of Beale Avenue and the church was condemned and a fire hazard penalty was placed on it which required the expenditure of $2000.00 to make repairs to put the church in condition for use.

paragraph

It is clear that this was an attempt of Boss Crump to drive Rev. Long out of Memphis following the public denunciation of Rev. Long in the press because he permitted Mr. Randolph to speak in his church. The Brotherhood of Sleeping Car Porters immediately advised Rev. Long that it would see to it that the money was raised to put his church in proper condition and the Brotherhood is herewith standing by it's word with this courageous Negro minister in the deep south.

Mr. Cornelius Maiden, A. F. of L. Organizer of the South has been leading the drive to raise money to make the repairs for Rev. Long's church and great success is being achieved according to latest reports.

It is interesting to note that the housing project in Memphis refused it's assembly room to the Ladies Auxiliary of the Brotherhood of Sleeping Car Porters for a meeting. Of course the project is under the thumb of Boss Crump and this is Crump's way in getting back at those who have the courage to stick by their principles, states A. Philip Randolph.

P.S. Make the release double column as usual. APR

A. Philip Randolph
International President

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
2355 Eighteenth Street
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

AN INTERNATIONAL UNION

Affiliated with A. F. of L.

Pacific Coast Headquarters
1716 SEVENTH STREET
OAKLAND, CALIF.

Tel. Twin Oaks 0894

Ashley L. Totten
International Secretary-Treasurer
217 West 125th Street, New York

E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. Dellums
4th International Vice-President

Alves

May 25, 1944

Miss Hazel Alves
217 West 125th Street
New York, New York

Dear Miss Alves:

Find enclosed bill from The Christian Science Publishing Society. You will note that they have me billed for three Journals. I only want one, The Christian Science Monitor for six months. Kindly have Brother Totten to give you check for $6.00 to send for the Christian Science Monitor. Advise this group that we have not ordered the other two publications and will not be responsible for them.

Sincerely yours,

A. Philip Randolph

A. Philip Randolph
International President

APR:aap
encl. - 1

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
NEW YORK 27, N. Y.
MO 2-5050-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-8262
440

ASHLEY L. TOTTEN
INTERNATIONL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

May 25, 1944

Mr. A. Philip Randolph
c/o Mr. Oscar Soares
1208 East 20th Street
Los Angeles, Calif.

Dear Mr. Randolph;

The information I sent you several days ago about a contribution to the National Council for a Permanent FEPC from a Mr. W. E. Pollard, Joint Council of Dining Car Employes of Chicago was incorrect. Mrs. Stark finds that Mr. W. E. Pollard is of Los Angeles, Calif. and not of Chicago. His address is 4006½ South Central Avenue. She would like you to contact him and thank his local which is #456 for the $100 contribution also the Musicians Union #767 for their $50 contribution.

Sincerely yours,

Hazel Alves

Hazel Alves
Secretary

af:ee
23076

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INTERNATIONAL PRESIDENT

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C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

Alves

May 26, 1944

Miss Hazel Alves
217 West 125th Street
New York City, New York

Dear Miss Alves:

Kindly call my wife and have her give you the small copper tone photograph and return it to these people. They want $7.50 for it and of course I don't think it's worth that much.

Sincerely yours,

A. Philip Randolph

A. Philip Randolph
International President

APR:aap
encl - 1

A. PHILIP RANDOLPH
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3456-58 SOUTH STATE STREET
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MO 2-5090-1
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UNIVERSITY 4-8262

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ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

June 2, 1944

Mr. A. Philip Randolph
c/o Oscar Soares
1208 E. 20th Street
Los Angeles, Calif.

Dear Mr. Randolph:

Mr. Milgram has received some clippings from the Memphis newspapers telling of the recent attacks upon Benjamin Bell and Lt. George Lee. He has sent a telegram to Bell asking him to send the particulars and also one to the Department of Justice asking for an investigation. Copy of the telegrams enclosed.

One or two changes have been made in the Saturday working schedule for the months of June, July and August. Instead of having the office covered by one person as pre-arranged it has been decided that a staff of three is necessary since Mr. Patterson and Mr. McLaurin feel they will each need a stenographer at all times. Therefore, a schedule has been made which requires each girl to work four Saturdays during the summer months. In making the schedule we have had to consider vacations. I have submitted the dates of July 10 to 23rd for my vacation and would like to make plans for it at that time if agreeable to you. Miss Brandon's dates are August 7 to 21st.

We have been in our new office now for about two weeks. It is quite an improvement over the old. We have much more space to move around in but the ventilation is still somewhat of a problem. I think you will like your office because it is very light and spacious and when it is fixed up it will be beautiful.

Sincerely yours,

Hazel Alves

P.S. We are sending ~~all~~ the Press Release on the Contribution tonight

Alves

WORKERS DEFENSE LEAGUE

NON-PARTISAN DEFENSE AGENCY OF THE LABOR MOVEMENT

112 EAST 19TH STREET · NEW YORK 3 · ALGONQUIN 4-4954

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FRANK McCALLISTER........Southern Secretary

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809

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MONROE SWEETLAND
WILLARD S. TOWNSEND
NORMAN THOMAS
R. J. THOMAS
JAMES A. WECHSLER
PEARL WILLEN

June 15, 1944

Miss Hazel Alves
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, N.Y.

Dear Miss Alves:

Phil asked me to take care of certain thank-you notes for him, and I am sorry to confess that I did not do it.

I wonder if you could have the enclosed two notes sent out right away on Mr. Randolph's stationery, and signed in his name.

I am typing them double space so you can show them to Mr. McLaurin in case he wishes to improve them.

Sincerely yours,

Morris

Morris Milgram
National Secretary

mm/rp
encs.

National Advisory Committee

Devere Allen
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Irving Astrow
Daniel Bell
John Boer
Alfred M. Bingham
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B. F. McLaurin
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CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of [illegible]

NUMBER	RECEIVED BY	CHECK
N 55	MV3-4	19

Dated St Louis Mo. 227P June 20, 1944

To Hazel Alves

217 W 127 St

Kindly Send 3 Forms For Application To Mediation Board On Representation Send All Mail To Chicago Until Further Notice

A. Phillip Randolph

229P

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

June 30, 1944

Miss DuFort
70 E. 45 Street
New York, N. Y.

Dear Miss DuFort:

Will you kindly send a copy of the America Magazine June 24th issue to the enclosed list of Senators at the Senate Office Building, Washington, D. C. Father [illegible] has asked me to send this information to you.

Very truly yours,

af:cc
22076

Hazel Alves

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
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AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
NEW YORK 27, N. Y.
MO 2-5080-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-8262
440

ASHLEY L. TOTTEN
INTERNATIONL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

June 28, 1944

Mr. A. Philip Randolph
c/o Mr. Milton P. Webster
3456 South State Street
Chicago, Illinois

Dear Mr. Randolph:

At the Trustees meeting on June 8th, Mr. Lawrence Rogin, Educational Director of the Textile Workers Union Of America, was asked to serve as Secretary to the A. Philip Randolph Fund, in order to make the Fund representative of both labor groups, since there is a general feeling that it is predominantly A.F.L. Mr. Rogin is willing to serve but would like you to confirm the appointment. Mr. Milgram has asked me to drop you a note on this and ask you to write to Mr. Rogin personally inviting him to serve since he feels this would encourage Mr. Rogin to do a better job. This will explain the enclosed letters.

I understand from Mrs. Randolph that you are leaving Chicago and going directly to Buffalo. Will you let me know about this and when you are expecting to return to the office so that I may be able to forward your mail accordingly.

Sincerely,

Hazel Alves

af:oe
23076

Photo
Alves

The New York Times

TIMES SQUARE, NEW YORK, N. Y.
LACKAWANNA 4-1000

June 29th, 1944.

Miss Hazel Alves
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, N. Y.

Dear Miss Alves:

We are in receipt of your letter of June 27th requesting a copy of The New York Times, issue of April 19th, also enclosure of 6¢ in stamps.

This paper is available only in the rag paper edition, the cost of which is 75¢ for a daily copy and $1.25 for a Sunday copy. Upon receipt of the correct amount, we shall be glad to forward it to you promptly. Please advise if you prefer a refund.

Yours very truly,

W B Schleigh
W. B. Schleigh
Circulation Manager

F4

"ALL THE NEWS THAT'S FIT TO PRINT"

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
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3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

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1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD
of
SLEEPING CAR PORTERS

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C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

August 2, 1944

Mr. A. Philip Randolph
c/o Mr. E. J. Bradley
11 North Jefferson Street
St. Louis, Missouri

Dear Mr. Randolph:

Your telegram relative to the Central of Georgia case received. Have already sent material on case to the Mediation Board in accordance with your letter addressed to Miss Brandon and your telegram to me. We have received an acknowledgement from the Board on the material sent.

The date of the Trustees meeting of the A. Philip Randolph Fund has been set for August 16th at noon here in this office.

Sincerely yours,

Hazel Alves

Hazel Alves

af:ce
23076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

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1ST INTERNATIONAL VICE-PRESIDENT
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BENNIE SMITH
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1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
CLEVELAND DIVISION
C. S. WELLS, PRESIDENT
2103 EAST 71ST STREET
TELEPHONE H.E.5703

G. M. HARRIS, SEC'Y-TREAS.
2565 EAST 40TH STREET
TELEPHONE H.E. 5746
440

ASHLEY L. TOTTEN
INTERNATIONL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Ansd

September 13, 1944

Miss Hazel Alves
217 West 125th Street, Room 301
New York City 27, New York

Dear Miss Alves:

Enclosed find a copy of agreement which must be sent to Mr. Robert F. Cole, Secretary of the ~~Inte~~National Mediation Board, in connection with application for the services of the Board for the adjustment of the dispute involving the negotiation of an agreement concerning rates of pay and rules governing working conditions on the Western Pacific Railroad Company.

I want you to be careful and make out the right form and if you are not certain, send the forms to me and I will make them out and return them to you because we don't want to be continually lectured by the Board about making out the wrong forms.

The bill you sent to me, you should see to it that this bill is paid for the book I ordered.

Also find enclosed form of newly elected officers for Cleveland. You might judge these letters also that you receive and keep them there since I would have to send them back to you anyway. You might open all the letters from the local divisions so as to find out if they are returning the forms with the newly elected officers.

Find enclosed letters and telegrams to file.

Sincerely yours,

A. Philip Randolph

A. Philip Randolph
International President

APR:im

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
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4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

September 13, 1944

Mr. A. Philip Randolph
Majestic Hotel
55th and Central Avenue
Cleveland, Ohio

Dear Mr. Randolph:

Enclosed is material that is to be sent to the National Mediation Board on the case involving the train porters in the employ of the Gulf Mobile and Ohio Railroad. Mr. McLaurin received the authorization cards and I am forwarding this material to you to see if it is in order before sending it to the Mediation Board. I have checked with Mr. McLaurin on the name of the organization to be used in Parties to Dispute, the number of employees involved and number authorizing representation. Enclosed also is a stamped-addressed envelope that you may use.

Sincerely,

Hazel Alves

af:oe
23076

Encs.

P. S. Mr. Turner called concerning the phamphlet with an additional message you were to write for MOWM and leave with me for him.

H.A.

A. Philip Randolph
International President

Milton P. Webster
1st International Vice-President
3456-58 South State Street
Chicago, Illinois

Bennie Smith
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters & Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
CLEVELAND DIVISION
C. S. Wells, President
2301 East 71st Street
Telephone H.E. 5703
G. M. Harris, Sec'y-Treas.
2565 East 40th Street
Telephone H.E. 5746

Ashley L. Totten
Internationl Secretary-Treasurer

E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland, California

Alves

Sept 14, 1944

Dear Miss Alves,

Find enclosed check and voucher - for deposit

Sincerely,
A Philip Randolph

Workers Defense League

FREE LABOR in FREE AMERICA

NATIONAL NON-PARTISAN DEFENSE AGENCY OF THE LABOR MOVEMENT

112 EAST 19TH STREET • NEW YORK 3, N. Y. • ALGONQUIN 4-4954

Alves

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Monroe Sweetland
Willard S. Townsend
Norman Thomas
R. J. Thomas
James A. Wechsler
Pearl S. Willen

• •

MORRIS MILGRAM
National Secretary

GEORGE S. COUNTS
Treasurer

FRANK McCALLISTER
Southern Secretary

Oct.14, 1944

Dear Miss Alves,

I imagine you did the enclosed releases, so I am talking the liberty of giving you a tip: newspaper men don't like to have to add quotation marks in your releases. You should put in direct quotes everything that Phil actually can be quoted as saying.

May I suggest you study my enclosed WDL release for form? Please feel free to call on me for suggestions about this -- and I hope you won't be annoyed at my attempt to help ....

Best ever,

Morris

Morris Milgram

FREE LABOR COMMITTEE: James G. Patton, *Hon. Chairman;* Sam B. Eubanks, *Co-Chairman* Sal B. Hoffmann, *Co-Chairman;* Vivien Roodenko, *Secretary*

DISCRIMINATION COMMITTEE:
Nathaniel M. Minkoff, *Chairman*
Frank Colaluti, *Secretary*

INTERNATIONAL LABOR COMMITTEE:
Martin C. Kyne, *Chairman*
S. Fanny Simon, *Secretary*

CHURCH COMMITTEE:
Bishop Francis J. McConnell, *Chairman*
Henry G. Babcock, *Secretary*

490

PRESS RELEASE

National Headquarters
MARCH ON WASHINGTON MOVEMENT
2084 Seventh Avenue
New York 27, N. Y.

FIGHT AGAINST JIM CROW IN THE METROPOLITAN INSURANCE COMPANY CONTINUES

New York, N. Y., October 13, 1944

At the headquarters of the March On Washington Movement in the Theresa Hotel Building, New York, A. Philip Randolph declared that "the fight to abolish racial barriers against the integration of Negroes into all categories of the business of the Metropolitan holds fast and will soon expand to other sections of the city."

"This fight against the Metropolitan Insurance Company for the right of Negroes to be employed as agents and in the office forces and also in supervisory positions is a part of the post-war planning program of the Negro people," observed Mr. Randolph. "It is necessary to begin now to attack the barriers against the equality of employment for the Negro since the post-war world bids fair to be one of keen rivalry for jobs among different groups of workers."

PRESS RELEASE

International Union
BROTHERHOOD OF SLEEPING CAR PORTERS
217 West 125th Street, Rm. 301
New York, 27, N. Y.

WENDELL WILKIE'S PASSING GREAT LOSS TO AMERICAN LIBERALISM AND WORLD PEACE

New York, N. Y., October 13, 1944

At the International Headquarters of the Brotherhood of Sleeping Car Porters, A. Philip Randolph, International President stated that he considered the passing of Wendell Wilkie as "a definite blow to American liberalism and world peace."

"The influence of Mr. Wilkie," observed Mr. Randolph "on the liberalization of the policies of both the Republican and Democratic parties on domestic, racial and international questions was constructive and also becoming increasingly more effective. By virtue of his frank, honest and broad outlook on the problems of color, war and social reform, Mr. Wilkie's stature and public life has become increasingly commanding and challenging. He ~~is~~ was no doubt one of the best white friends the Negro people have ever had in this country."

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD
of
SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
NEW YORK 27, N. Y.
MO 2-5050-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-8262

ASHLEY L. TOTTEN
INTERNATIONL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

September 15, 1944

Mr. A. Philip Randolph
Majestic Hotel
55th and Central Avenue
Cleveland, Ohio

Dear Mr. Randolph:

Find enclosed two copies of Agreement between Western Pacific Railroad Company and the Brotherhood, two copies of the Application Blank, a letter and Application Blanks received from Mediation Board which is for your information, an additional letter which must be included with material previously sent. I am also enclosing a stamped-address envelope for your convenience.

Under separate cover the material on the Pullman Car Cleaners phamphlet is enclosed. Mr. Rosenberg will fit in the writing around new picture, that appears on sample copy. Mr. McLaurin would like to suggest that the phamphlet be made the least bit larger so that the material on inside pages may be spread out more. He thinks it would be more effective if it is done in two colors which will be a little more expensive but worth it and that we should order about five thousand.

Received your telegram on date for ticket to Canada and have informed Mr. McLaurin.

Sincerely,

Hazel Alves

Hazel Alves

af:oe
23076

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

Aldes

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

1201

SYMBOLS
DL=Day Letter
NL=Night Letter
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

431

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

ONW183 43=CLEVELAND OHIO 15 404P

1944 SEP 15 PM 4 49

MRS HAZEL ALDES=
217 WEST 125 ST=

=RECEIVED MATERIAL ON CASE OF GULF MOBILE RAILROAD AND WILL CHECK IT AND SEND IT TO THE BOARD KINDLY ADVISE MCLAURIN TO GET TICKET AND RESERVATIONS FOR ME TO MONTREAL TO LEAVE OCTOBER SIXTEENTH ADVISE NAAPC BALTIMORE BRANCH I WILL SPEAK AS SCHEDULED=

A PHILIP RANDOLPH=

=NAAPC=(

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

September 19, 1944

Mrs. Virginia J. Kiah
Membership Secretary
N. A. A. C P.
402 Dolphin Street
Baltimore 17, Md.

Dear Mrs. Kiah:

Referring to your letter of July 27th you wrote and invited Mr. Randolph to speak at one of the NAACP meetings either September 24th or October 15th at 8:30 p.m., Sharp Street Methodist Church. Mr. Randolph's letter of August 11th to you stated that he would be glad to appear on October 15th at 8:30 p.m. We received an answer to our letter of August 11th on August 18th stating you were glad that he would be able to come and gave the date of November 19th. Mr. Randolph, I believe, has the engagement down in his mind as coming off on the 15th of October. Will you let me know exactly what date you are expecting him?

Sincerely yours,

Hazel Alves
Secretary to Mr. Randolph

P.S. I am enclosing copies of correspondence that has gone backwards and forward.

September 20, 1944

Mrs. Ann Arnold Hedgeman
National Council for a Permanent FEPC
1410 H Street, N. W.
Washington, D. C.

Dear Mrs. Hedgeman:

I have made the calls you asked me to. Those I spoke to were delighted with the news. A few I could not contact. Mr. Sam Baron is working in Boston and I was told if I dropped a card to Liberal Party, 166 West 44th Street, New York I would receive his address in Boston. Mr. Schieffelin wasn't in and also Miss Norman but I will give them a ring before I leave the office. Mrs. Rauschenbush (Dorty) I could not reach since Mr. Millgren is out of town and no one in the office knew of her whereabouts. In case I don't get Schieffelin and Norman they will probably see it in the N. Y. Post. The Post has it in their evening edition which is on the street.

Sincerely yours,

Hazel Alves
Secretary to Mr. Randolph

af:oe
23076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

BENNIE SMITH
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1308 BROADWAY, ROOM 305
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C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alvis

Montreal-Canada
Oct 18, 1944

Dear Miss Alvis

Kindly type three copies of the enclosed resolutions and send two copies of each resolution to Mr. George Meany, Secretary-treasurer of the American Federation of Labor, at the A.F. of L. Building, Washington, D.C. Do this as soon as you get this letter. Send resolutions to Mr. Meany by air-mail-special delivery so he will receive them not later than Oct. 20. This is the deadline.

Sincerely
A Philip Randolph

Resolution
Presented by Delegates:
A. Philip Randolph and
M. P. Webster of the
Brotherhood of Sleeping Car
Porters

Subject:
Permanent ~~FEPC~~ Fair
Employment Practice
Committee

Whereas, discriminations in employment on account of race, color, religion and national origin, ~~were~~ are unjust and un-Christian and hinder~~s~~ the war effort ~~which~~ thereby causing the President of the United States, to issue

Executive Order 8802 under which the President's Committee on Fair Employment Practice, ~~was~~ is established and upon which sits a representative of the American Federation of Labor,

Whereas, the work of the Fair Employment Practice Committee has received the commendation and support of most of the leading papers and the Protestant, Catholic and Jewish churches and outstanding men and women in public life, and since the U.S. Senate Committee on Labor and Education of the present Congress voted out favorably a bill, ~~for~~ for a permanent Fair Employment Practice, Committee, ~~out favorably~~, realizing that, ~~the post-war period~~ in the interest of full employment for all workers, regardless of race, color, religion or national origin, and sound and constructive reconversion from a war to a peace economy, the aforementioned Committee will be indispensable;

Therefore, be it

4

Resolved, that, this Convention of the American Federation of Labor, assembled at New Orleans, November, 1944, go on record as endorsing and supporting the Existing President's Committee On Fair Employment Practice and also federal legislation for a permanent Fair Employment Practice Committee in the interest of justice and fair-play for all workers, without regard to race, color, religion or national origin.

(1) Resolution

Presented by delegates:
A. Philip Randolph and
M. P. Webster of
the Brotherhood of
Sleeping Car Porters

Subject:
Danger of Master Race
Doctrine

Whereas, the Master Race Doctrine is responsible for the threat of Hitler's Naziism, Mussolini's Fascism and Hirohito's Militarism, to modern democracy, Christianity and free and voluntary

trade unionism,
the ruthless and inhuman
persecution of the
Jews, Catholics and
Protestants of Germany,
and other lands and
the Negro people in the United States of America;
Therefore, be it

Resolved, that this
Convention of the American
Federation of Labor, assembled
in New Orleans, La., November,
1944, go on record as
condemning the Master
Race ~~Theory~~ Doctrine as
mythical unsound unscientific
and a menace to peace, and
the democratic way of life.

(1) Resolution

Presented by Delegates:
A. Philip Randolph and M. P. Webster
of the Brotherhood of Sleeping
Car Porters.

Subject:
Poll Tax

Whereas, ~~the~~ previous Conventions of the American Federation of Labor, have gone on record condemning the Poll Tax as undemocratic, ~~and~~ un-American and unjust, therefore, be it

Resolved, that this Convention of the A.F. of L., assembled in New Orleans, November, 1944, go on record as reaffirming

2

its ~~oppo~~ opposition to the poll tax and supporting federal legislation for its abolition.

(1) Resolution

Presented by delegates:
A. Philip Randolph and
M. P. Webster of the
Brotherhood of Sleeping Car
Porters

Subject:
-White Primaries-

Whereas, the United States Supreme Court, in a recent decision, has outlawed White Primaries as being unconstitutional, based upon a ~~Texas~~ case in the state of Texas and citizens, without regard to race or color, are now voting in ~~the pr all~~

the primaries of the
State of Texas, but since
several others southern
states continue to defy
the decision of the United
States Supreme Court by
refusing Negroes the
right to vote in the
primaries; therefore
be it

Resolved, that this
Convention of the American
Federation of Labor, in
New Orleans, La., November,
1944, go on record as

Commending, upholding and supporting the decision of the United States Supreme Court outlawing White Primaries, and call upon the U.S. Department of Justice to enforce it in the interest of ~~con~~ the preservation of constitutional government, democracy and justice.

(1) Resolution

Presented by delegates:
A. Philip Randolph and
M. P. Webster of the
Brotherhood of Sleeping
Car Porters

Subject:
A. F. of L. Upholds Free Speech
in Memphis

Whereas, ~~one of the~~ an international president of one of the international Unions affiliated with the A. F. of L. was denied the ~~right to~~ privilege to exercise the rights of free speech and free assembly by the

City officials of
Memphis, Tennessee,
and President William
Green of the A.F. of L.,
forthwith, upon being informed
of this outrageous act,
ordered George Googe, Southern
Organizer for the A.F. of L. to
arrange a meeting in
Memphis so that the
international President
of the Brotherhood of Sleeping
Car Porters, may exercise
his rights of free speech,
even in the face of opposition
of some of the local

A.F. of L. unions and Negro leaders; therefore be it

Resolved, that this Convention of the A.F. of L., assembled in New Orleans, La, November, 1944, go on record as commending the statesmanlike and courageous and sound action of President Green as a fundamental contribution to the preservation of democracy and civil rights in America for all workers, regardless of race, color, religion or national origin.

Resolution

Presented by A. Philip Randolph and delegates: A. Philip Randolph, M. P. Webster of the Brotherhood of Sleeping Car Porters

Subject:

Federal Law Against Lynching

Whereas, lynching and mob-law are a disgrace and menace to American democracy and Christianity, and since the lynching of American citizens, white and black, for over 50 years, shows that the states, individually, are incapable ~~to properly to handle this~~ of abolishing this evil,

Therefore, be it

Resolved, that this Convention of the ~~Brotherhood of Sleeping Car Porters~~ American Federation of Labor, in New Orleans, La, November, 1944, go on record as condemning lynching and mob law as a grave danger to our constitutional government and an attack upon civilized society and hence call up the House and Senate of Congress to enact a federal law against lynching and mob law.

(1) Resolution

Presented by
Delegates
A. Philip Randolph and
M. P. Webster of the
Brotherhood of Sleeping
Car Porters

– Subject
Auxiliary Unions
Discriminatory

Whereas, Auxiliary Unions deny workers, on account of race and color, the right, in the form of a voice and vote, to participate in the making of the laws, constitution, general rules and policies that govern the national ~~or~~ and international union; since they cannot attend and share on a basis of equality, with other workers, in the

deliberations of the national
Conventions; and

Whereas, the Auxiliary
Unions even deny the
workers, on account of
race and or color, ~~the right~~
a voice and vote in the
selection and designation
of representatives who
negotiate ~~to~~ agreements
concerning rates of pay
and rules governing
working conditions that
vitally affect their work
and life; Therefore be it

Resolved, that this
Convention of the American

Federation of Labor, at New Orleans, in November, 1944, go on record as condemning the auxiliary unions and call upon all international and national unions that have such devices to abolish said auxiliary unions on the ground that they are ~~unsound~~, undemocratic, unfair and against sound trade union principles, and constitutes taxation without representation, which the A.F.of L. cannot consistently countenance and tolerate as it fights for the rights of ~~[illegible]~~ the wage earners from business and government.

[illegible] ing the address.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

SYMBOLS
DL=Day Letter
NL=Night Letter
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

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QTH4 NL OCTOBER18 1944=

BERTHA LOMAX CORNER MASS AND NEW JERSEY AVENUE
WASHINGTON D C N W =

VERY SORRY CANNOT BE WITH YOU IMPERATIVE FOR ME TO BE IN CANADA TO NEGOTIATE CONTRACT WITH CANADIAN PACIFIC RR COMPANY=

A PHILIP RANDOLPH

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

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ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Alves

October 18, 1944

Mr. A. Philip Randolph
c/o V. I. Coward
3781 Notre Dame St. W.
Montreal, Quebec, Canada

Dear Mr. Randolph:

Mr. Anderson of Washington called today concerning the speaking engagement you were to have had in Washington on Sunday, October 22nd for the N.A.A.C.P. The group wanted you to send a wire stating your inability to attend since there was a great deal of advertisement on the meeting. I have wired Bertha Lomax, who is chairman, the wire enclosed.

Sincerely yours,

Hazel Alves
Hazel Alves

af:ce
23076

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BY DIRECT WIRE FROM

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

SYMBOLS

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WUJ17 NL=CHICAGO ILL JUL 28

HAZEL ALVES, CARE BROTHERHOOD OF SLEEPING CAR PORTERS=

I AM PREPARING FORMS FOR SUBMISSION TO NATIONAL MEDIATION BOARD KINDLY GET AUTHORIZATION CARDS FROM MCLAURIN AND WHEN YOU RECEIVE MY LETTER SEND CARDS LETTER AND FORMS TO THE BOARD=

A PHILIP RANDOLPH=

949A=

[illegible]

Los Angeles, Cal.
1210 E. 30 St.

Dear Miss Alves,

Kindly send out the enclosed bulletin to all of the members of the Brotherhood of Sleeping Car Porters' Provisional Committee to Organize Colored Locomotive Firemen.

Sincerely
A. Philip Randolph

Jacksonville, Fla

Dear Miss Olsen

Kindly make 20 copies of the enclosed itinerary for me. Give Brothers Totten, Patterson and McLaurin one, you keep one - and send me the balance to Tampa.

Also send the enclosed letters to the following officers:

Presidents & Secretary-treasurers of

St. Paul
Seattle
Spokane
Portland
Oakland
Los Angeles
Salt Lake City
Denver

Itinerary of A. Philip Randolph

Chicago - May 8-9 Leave 10
St Paul 10-11 Leave 12 TRAVEL 13-14
Seattle 15-16-17- Leave 18
Spokane 19- 20 Leave 20
Portland 21-22-23-24 Leave 24
Oakland 25-26-27-28-29-30 Leave 30
Los Angeles May 31- June 1-2-3-4-5-6-7-8-9-10-11-12 Leave 12 Arrive 13
St Lake City June ~~13-14-~~ 14-15- Leave 15
Denver, 16-17-18-19- Leave 20

Public meetings

St Paul May 10- Wed.
Seattle May 15- Mon.
Spokane May 19- Fri
Portland May 21- Sun
Oakland May 28- Sun
Los Angeles June 4 Sun
Salt Lake City June 14 Wed
Denver June 18 Sun

THE NATIONAL [illegible]

[illegible]

[illegible]

Thank [illegible]

[illegible] you [illegible] to [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Alves

CLASS OF SERVICE DESIRED			
DOMESTIC		CABLE	
TELEGRAM		ORDINARY	
DAY LETTER		URGENT RATE	
SERIAL		DEFERRED	
NIGHT LETTER		NIGHT LETTER	

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WESTERN UNION

1207

A. N. WILLIAMS, PRESIDENT
NEWCOMB CARLTON, CHAIRMAN OF THE BOARD
J. C. WILLEVER, FIRST VICE-PRESIDENT

CHECK $
ACCOUNTING INFORMATION $
TIME FILED

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

19

To Mr. A. Philip Randolph
Care of or Apt. No. Whitelaw Hotel
Street and No. 13th & T Street, N. W.
Place Washington, D. C.

CALLED MR. ARTHUR GARFIELD HAYS CANNOT HAVE CONFERENCE THIS WEEK IS IN COURT I AM TO CALL ON FRIDAY TO FIND OUT DATE AND TIME FOR NEXT WEEK

Hazel Alves

Sender's Name Brotherhood of Sleeping Car Porters
Address
Tel. No.

Alves

Dear Miss Alves;

I received an air mail from Mr. Randolph which I am answering in this mail.

Will you see that each member of the MOWM national board and local president receives the encelosed...together with a short accompanying letter something like this

Dear Member;

You have been sent a call to our non-partisan conference in Chicago for June 25-26. This conference must be a success both from the standpoint of numbers as well as action.

Enclosed you will find a tentative program ...please make suggetions for speakers for the public meetings and panels.Will you also get 10 organizations in your area to be sponsors of the conference...these may include papers as well. We want to have their names on the program so will you send in this information to the Chicago headquarters...4306 South Parkway...Chicago,Ill.

Only prompt and vigilant action will stave off the threat which the present Southern secession threatens so please act even more quickly than South Carolina did in defying the Supreme Court Decision in the Texas Primary Case...

Fraternally ..A.Philip Randolph.

If these are sent out now there will be no holding up from this end.The replies will go into Chicago and whoever is in charge there will be able to act quickly. I'm sending a copy also to Mr. Randolph

With all good wishes,fraternally

Layle Lane

Tentative Program...Non Partisan Conference
June...25-26

June 25...3PM.Sunday...Public Mass Meeting
Theme...Achievment of First Class Citizenship Now
Dr. Ervin....Representatives from Dem.Rep. Soc.
Farmer Labor Party.

8 .PM. Discrimination in the Armed Forces
Chr. Colden Brown
Wilfred Kerr..Chr. Lyn Committee
A discharged soldier....another speaker
discussion...plan of action

Monday...June 26...9:30 Registration
National anthem
Invocation
Key Note address...A.Philip Randolph
Panel...Enforcement of the 14-15th amendments
Law. Dedson ..Chr.
Dean Ransom...Howard Law School...
David Grant....Earl Dickerson
Appointment of committees
Adjournment.

2;30 Panel...A permanent FEPC Chas.Houston
Anne Arnold Chr. or
M.P. Webster...T.D.McNeal...Eugene Davidson

4.PM. Political Strategy
Finley Wilson...Herberst Bruce/...Layle Lane
Ralph Bunche.

Adjournment

8.P.M. The Negro and a Just Peace
An eminent churchmean ...college professor...a
labor person.

Statement to the Political Parties of the Nation

"Winning Democracy for the Negro Is Winning the War for Democracy"

The war in which our country is engaged not only involves a major share of its resources, but also everyone of its citizens both white and black. The Negro citizen, therefore, who is part of the warp and woof of these United States, is vitally concerned not only in a military victory of his country but also in the triumph of the expressed aims of the war.

Every statement of war aims by responsible leaders in all walks of life, the principles of the four freedoms, the eight point program of the Atlantic Charter and it is to be hoped, the prospectus of a much needed Pacific Charter, express the desire that the outcome of this vast and terrible conflict will be the triumph of democracy and its establishment on a wider and firmer basis. To insure such a result the preservation and extension of our democratic principles must be an essential part of winning the war.

For the masses of people abstract principles have vitality only in concrete expression: "Freedom from want" is real only when it means a chance to work for sufficient food, clothing and shelter. Likewise for the Negro, and for all oppressed people everywhere, the fight for democracy has meaning only when it grants to them the full measure of every right as well as of every obligation for which democracy stands.

We Negroes do not enjoy these rights in the country to which we have given fully of our labor, our talents and of our blood. To insure that national unity so essential for victory it is imperative that the Negro be given an equal chance with every other American to enjoy the privileges of American citizenship.

The source of our disabilities lies in the caste system maintained by the Southern states, where segregation and discrimination in social, economic and political life spreads its vicious influence elsewhere. Only an all-attack by the national government on this caste system at its source will destroy its danger to national unity.

Therefore ,13000,000 Negroes demand of all parties seeking to control the national administration what each will do to put into effect the following measures which represent the minimum requirements for equality of citiz nship.

a. abolition of segregation in all branches of the armed forces.

b. a permanent FEPC as provided in the Dawson Scanlon Bill HR3986 ;and permanent job security.

c. federal aid to education with federal standards and federal supervision.

d. enforcement of the 14th and 15th amendments thru enabling legislation. This legislation will set a standard of 60 to 65 % of the eligible voters as necessay to maintain Congressional representation;2) a federal ballot commitsion within the Department of Justice to which appeals regarding the violation of these amendments may be made.

e. Negro representation and participation in the making of a just peace.

f. A commission on race relations as provided in the Dawson bill.

We wish to know your stand aet the earliest possible moment so that Negro voters may cast theit ballots for those measures which not only advance Negroes but bring America closer to the democratic ideal.

Letter to Porters

Dear Friend and Brother:

Also Concerning when Porters Will Receive their Back Pay

July 31, Brother M. P. Webster, First International Vice-President and myself, held a conference, in Chicago, with the Pullman Management on the question of the BACK PAY. There are some vital problems of this question, including when the BACK PAY will be paid, that I want to talk to every porter about when I return to New York.

I wish therefore, to request and urge you to attend a series of meetings for the porters, attendants, busboys and maids on the following days ~~at 2 p.m.~~ in the Brotherhood Auditorium, 217 W. 125 St., 2 p.m. (over):

2

~~Tuesday~~ July 8-Tuesday,
9-Wednesday and 10-Thursday

The meetings are most important. Don't fail to attend and ~~to~~ tell another porter to come ~~and bring another~~ and ~~porter~~. bring a porter with you.

Your faithful servant —
A Philip Randolph
International President

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS

CORRESPONDENCE

Blanchette, A.R.

1966-68

A. PHILIP RANDOLPH
International President

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

BROTHERHOOD
of
SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC
517 CASTLE BUILDING
1410 STANLEY STREET
MONTREAL 2, QUEBEC
Phone: Victor 5-9791

WILLIAM H. BOWE
Acting International Secy.-Treas.

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California 94620

T. D. McNEAL
4th International Vice-President
2906a North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

September 30, 1966

Mr. A.Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Suite 301
New York, N.Y. 10027

Dear Brother Randolph:

Enclosed herewith please find photo-copy of Agreement reached between the Canadian Pacific Railway Company and the Brotherhood of Sleeping Car Porters on September 22, 1966, in respect of two (2) of the revisions in provisions of the Memorandum of Agreement signed at Montreal, May 30, 1966, concerning the 40-Hour Work Week for CPR Porters, which I contended, recently, are in order.

The other apparent anomalies, in my view, were submitted to and discussed with the Federal Deputy Minister of Labour at Ottawa on Monday, September 26, by Chairman R.C.Smith of the Non-Ops Negotiating Committee and myself, and I shall be pleased to advise you regarding ultimate developments as they may accrue.

Fraternally yours,

R Blanchette

A.R.Blanchette
International Field Representative

Enclosure
cc: Mr. W.H. Bowe
Mr. Bennie Smith

Printed in U.S.A.

RECEIVED SEP 24

Canadian Pacific

T. P. James,
Manager, Montreal 3

SLEEPING, DINING AND PARLOR CARS AND NEWS SERVICE — WINDSOR STATION, MONTREAL 3, QUE.

MONTREAL - September 23, 1966

Mr. A. R. Blanchette, (2)
International Field Representative,
Brotherhood of Sleeping Car Porters,
517 Castle Building,
1410 Stanley Street,
Montreal 2, P. Q.

Dear Sir:

This will confirm agreement reached at our meeting of September 22nd to the effect that Memorandum of Agreement between the Canadian Pacific Railway Company and its Porters, represented by the Brotherhood of Sleeping Car Porters, signed at Montreal, May 30, 1966, is amended as follows: (Slight changes in wording have been made for purposes of clarification.)

Clause 2 - Deleted

Clause 5 - Additional paragraph added reading as follows:

"Any three-month period of 546 hours effective October 1, 1966 and of 520 hours effective April 1, 1967, referred to in this Clause 5, shall, for the purpose of calculating overtime, be reduced by 42 hours effective October 1, 1966 and by 40 hours effective April 1, 1967 for each calendar week an employee is out of the service and not subject to wages for any reason other than regular layover during such three-month period. For example, an employee employed eight weeks (including layover) in the three-month period; he would be entitled to time and one-half for all hours actually worked during such eight-week period in excess of 336 hours effective October 1, 1966 and over 320 hours effective April 1, 1967, i.e., eight weeks times 42 hours and eight weeks times 40 hours, respectively."

Will you kindly sign one copy of this letter and return it to me.

Yours truly,

Thos P. James

Manager.

Agreed:

R Blanchette

(A. R. Blanchette)

A. PHILIP RANDOLPH
International President

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC
517 CASTLE BUILDING
1410 STANLEY STREET
MONTREAL 2, QUEBEC
Phone: Victor 5-9791

WILLIAM H. BOWE
Acting International Secy.-Treas.

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California 94620

T. D. McNEAL
4th International Vice-President
2906a North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

February 17, 1967

Mr. A.Philip Randolph ✓
International President
Brotherhood of Sleeping Car Porters

File

Mr. William H.Bowe
International Secretary-Treasurer
Brotherhood of Sleeping Car Porters

Mr. Bennie Smith
1st International Vice-President
Brotherhood of Sleeping Car Porters

Dear Sirs and Brothers:

Appended please find compiled results of Ratification Vote of the CPR Sleeping Car Porters, in respect of the Memorandum of Settlement of the Dispute between the Non-Ops and the Canadian Railways, as was reached by the Joint Negotiating Committee of the Associated Unions with the Carriers on December 17, 1966.

Please be herewith further advised that the over-all vote of the membership of the seven (7) residual non-operating railway unions, namely: Maintenance of Way, Clerks, Commercial Telegraphers, Signalmen, Firemen & Oilers, Transportation-Communication and Sleeping Car Porters, totalled approximately seventy (70) percent in favour of Ratification.

Fraternally yours,

A.R.Blanchette
International Field Representative

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FEB 20 1967
OFFICE OF THE PRESIDENT

Enclosure

Printed in U.S.A.

A. PHILIP RANDOLPH
International President

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

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Eastern Zone Supervisor
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February 15, 1967

RESULTS OF RATIFICATION VOTE OF SLEEPING CAR PORTERS OF THE CANADIAN PACIFIC RAILWAY COMPANY IN RESPECT OF THE MEMORANDUM OF SETTLEMENT OF THE DISPUTE BETWEEN THE NON-OPS AND THE CANADIAN RAILWAYS, AS WAS REACHED BY THE JOINT NEGOTIATING COMMITTEE OF THE ASSOCIATED UNIONS WITH THE CARRIERS ON DECEMBER 17, 1966.

****

Ballots issued:- 249
Ballots returned:- 181
Ballots outstanding:- 68

****

Ballots returned:- 181

FOR:-...... 175

AGAINST:- 6..181

Percentage FOR:-... 96.7%

****

Ballots AGAINST:-............ 6

Montreal District:- 1
Toronto " :- 4
Winnipeg " :- 1
Vancouver " :- Nil..6

****

Ballots Outstanding:-........Montreal District:- 23
Toronto " :- 7
Winnipeg " :- 29
Vancouver " :- 9.....68

****

A.R.Blanchette
International Field Representative

Printed in U.S.A.

A. PHILIP RANDOLPH
International President

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

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440

WILLIAM H. BOWE
Acting International Secy.-Treas.

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B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

N.B.

March 3, 1967

File

Mr. A.Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Suite 301
New York, N.Y. 10027

Dear Brother Randolph:

Enclosed please find copy of the Joint Negotiating Committee's letter to Vice-President K.Campbell of the Canadian Pacific Railway Company, dated February 27, 1967, which is self-explanatory.

The requested meeting is presently scheduled for March 8, and I shall keep you posted with developments as they accrue.

Fraternally yours,

A.R.Blanchette
International Field Representative

Encl.

cc: Mr. Bennie Smith

RECEIVED
MAR 6 1967
OFFICE OF THE PRESIDENT

Printed in U.S.A.

TRANSPORTATION - COMMUNICATION EMPLOYEES UNION
UNION DES EMPLOYÉS DE COMMUNICATIONS-TRANSPORT

G. E. LEIGHTY
PRESIDENT

L. H. FREEMAN
GRAND SECRETARY
AND TREASURER

CANADIAN HEADQUARTERS
SUITE 406, DRUMMOND BLDG.
1117 ST. CATHERINE STREET WEST
MONTREAL 2, QUEBEC

R. C. SMITH
VICE-PRESIDENT
TEL.: 844-3311

File: 23100:N

February 27, 1967.

Mr. K. Campbell, Vice-President,
Rail, Staff,
Canadian Pacific Railway Company,
Room 227, Windsor Station,
Montreal 3, Quebec.

Dear Mr. Campbell:

This has reference to the Memorandum of Agreement and Letter of Agreement, both dated May 30, 1966, between the Canadian Pacific Railway Company and the Brotherhood of Sleeping Car Porters. As you know, there have been serious differences in the interpretation of these documents by the Company and the Union which have remained despite discussions which took place between you and Mr. Blanchette during the recent mediation proceedings. In order that there by a mutually satisfactory resolution of the issues involved, the Joint Negotiating Committee requests that a meeting with the appropriate officials be arranged at the earliest possible convenience.

Our position as to how the Memorandum of Agreement and Letter of Agreement should affect the application of negotiated general wage increases is premised on the fact that Porters are monthly rated employees. This fact has been explicitly acknowledged by the Company in the past, but it is also implicit in the documents in question in that hourly rates are identified as "pro rata" rates, throughout, and are obtained by dividing monthly rates by the appropriate number of hours per month.

On September 1, 1966 the Maintenance of Railway Operation Act awarded wage increases totalling 8% effective July 1, 1966. Monthly rates shown in the Memorandum of Agreement had, as of July 1, 1966, to be adjusted upwards by 8% and all pro rata hourly rates had to be adjusted accordingly. The table of rates shown therein, thus became as follows:

...2

Classification	Up to and including Sept. 30/66 Monthly Rate (208 hours)	Pro Rata Hourly Rate	Effective Oct. 1/66 Pro Rata Hourly Rate (182 hours per month)	Effective April 1/67 Pro Rata Hourly Rate (173 1/3 hours per month)
Sleeping Car Porters				
1st to 6th month	362.75	1.744	1.993	2.093
7th to 12th "	366.79	1.761	2.013	2.113
13th to 24th "	373.96	1.798	2.055	2.158
25th to 48th "	381.68	1.835	2.097	2.202
49th month & over	385.42	1.853	2.118	2.224
Compartment Car Porters	392.91	1.889	2.159	2.267
Parlor Car Porters (incl. In Charge)	392.91	1.889	2.159	2.267
Coach Porters (Art. 2 Clause (c) not applicable)	392.91	1.889	2.159	2.267

As a result of ratification of the Memorandum of Settlement, a further general wage increase of 7% became effective January 1, 1967, and the monthly and pro rata hourly rates must be re-adjusted as follows:

Classification	Effective Jan. 1/67 Monthly Rates	Pro Rata Hourly Rate (182 hours per month)	Effective April 1/67 Pro Rata Hourly Rate (173 1/3 hours per month)
Sleeping Car Porters			
1st to 6th month	386.19	2.122	2.228
7th to 12th "	390.24	2.144	2.251
13th to 24th "	398.29	2.188	2.298
25th to 48th "	406.36	2.233	2.344
49th month & over	410.41	2.255	2.368
Compartment Car Porters	418.46	2.299	2.414
Parlor Car Porters (incl. In Charge)	418.46	2.299	2.414
Coach Porters (Art. 2 Clause (c) not applicable)	418.46	2.299	2.414

...3

It is our understanding that Canadian Pacific has taken the position that pro rata hourly rates shown in the Memorandum of Agreement will not be increased until they have been overtaken by similar rates in the Letter of Agreement plus general wage increases.

This argument could be valid only if Porters were hourly rated, but they are not. Rates shown in the final two columns of the Letter of Agreement are identified as pro rata rates, but clearly they are not, since they cannot be obtained by dividing respective monthly rates by the designated number of hours per month. These rates, therefore, have no meaning nor application in the present context.

Yours truly,

R C Smith

R. C. SMITH
CHAIRMAN, NEGOTIATING COMMITTEE,
ASSOCIATED NON-OPERATING
RAILWAY UNIONS.

RCS:sh

c.c. Members, Negotiating Committee.

A. PHILIP RANDOLPH
International President

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC
517 CASTLE BUILDING
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2906a North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

May 17, 1967

General file

Mr. A.Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Suite 301
New York, N.Y. 10027

Dear Brother Randolph:

This is to acknowledge, with thanks, receipt of a copy of your very fine letter to Brother R.C.Smith, Chairman of the Negotiating Committee of the Seven Associated Non-Operating Railway Unions, Canada, under date of May 11.

I shall be pleased to advise you of developments as they accrue.

Fraternally yours,

A.R.Blanchette
International Field Representative

RECEIVED
MAY 19
OFFICE OF THE PRESIDENT

Printed in U.S.A.

A. PHILIP RANDOLPH
International President

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1308 Broadway, Room 305
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A. R. BLANCHETTE
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Montreal, Canada

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B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

Kindly file

May 19, 1967

Mr. A.Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street - Suite 301
New York, N.Y. 10027

Dear Brother Randolph:

Enclosed please find copy of my letter, this day, to International Secretary-Treasurer William H.Bowe, which is self-explanatory.

Fraternally yours,

A.R.Blanchette

A.R.Blanchette
International Field Representative

Enclosure

RECEIVED
MAY 22 1967
OFFICE OF THE PRESIDENT

Printed in U.S.A.

A. PHILIP RANDOLPH
International President

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Gateway National Bank Building
3412 North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

May 19, 1967

Mr. William H.Bowe
International Secretary-Treasurer
Brotherhood of Sleeping Car Porters
217 West 125th Street - Suite 301
New York, N.Y. 10027

Dear Brother Bowe:

This is to advise that I have this day procured the services of Miss Lina Marcellin as my secretary at a salary of eighty dollars ($80.00) per week.

Miss Marcellin will report for work, accordingly, the beginning of next week, therefore, will you kindly issue her first salary cheque to cover the week ending May 26. She understands that there currently are two (2) deductions from her weekly salary, at source, namely: Railroad Retirement Board - 8.25% - $ 6.60, and Quebec Provincial Income Tax, which, in her case, being single with $1,000.00 personal exemption, is $4.15.

Will you please also furnish me with the necessary forms that are to be completed by Miss Marcellin with regard to her coverage under provisions of the Railroad Retirement Act, and in respect of the Travelers' Medical, Hospital, Surgical and Group Life Insurance Plans covering employees of our Brotherhood, and, too, arrange for the issuance of a Social Security Card to her.

Fraternally yours,

A.R.Blanchette
International Field Representative

cc: Mr. A.Philip Randolph

Printed in U.S.A.

A. PHILIP RANDOLPH
International President

BENNIE SMITH
1st International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

C. L. DELLUMS
2nd International Vice-President
1716 Seventh Street
Oakland, California 94607

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC

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WILLIAM H. BOWE
International Secretary-Treasurer

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3rd International Vice-President
Gateway National Bank Building
3412 North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

October 31, 1968

Mr. A. Philip Randolph
International President Emeritus
Brotherhood of Sleeping Car Porters
217 West 125th Street, Suite 301
NEW YORK, N.Y. 10027

Dear Brother Randolph:

Pursuant to my letter to you under date of October 24th, with enclosed copies of our Submission to Arbitrator J. F. W. Weatherill on October 16th at Toronto, Ontario, in respect of Appeal Cases of CPR Sleeping Car Porters W. P. Brown and W. T. Green of the Vancouver and Montreal Districts, respectively, herewith please find copy of the Arbitrator's correspondence addressed to me under date of October 28th, with copies of the two awards which he has issued in respect of the said Grievances.

Fraternally yours,

A. R. Blanchette
International Field Representative

ARB:lm
Encls. (4)

P.S. In the case of W. P. Brown, his ordered compensation for Time Lost will cover a period of approximately 2 years and 5 months.

A.R.B.

Printed in U.S.A.

J. F. W. WEATHERILL

Suite 719
68 Yonge Street
Toronto 1, Ontario
366-3091

October 28, 1968.

Mr. A. R. Blanchette,
International Field Representative,
Brotherhood of Sleeping Car Porters,
517 Castle Building,
1410 Stanley Street,
MONTREAL 2, Quebec.

Dear Mr. Blanchette:

Re: Canadian Pacific Railway Company
and Brotherhood of Sleeping Car
Porters - Arbitration.

COPY

I enclose copies of two awards which I have issued in these matters, together with a copy of my account.

Yours very truly,

(Sgd.) J.F.W.WEATHERILL

J. F. W. Weatherill.

JFWW/ss
Encls.

COPY

In Account With

J. F. W. WEATHERILL

SUITE 719, 68 YONGE STREET, TORONTO 1.

IN THE MATTER OF: AN ARBITRATION

BETWEEN THE CANADIAN PACIFIC RAILWAY COMPANY,

AND THE BROTHERHOOD OF SLEEPING CAR PORTERS.

AND IN THE MATTER OF THE GRIEVANCE OF W. P. BROWN.

AND IN THE MATTER OF THE GRIEVANCE OF W. T. GREEN.

Fees	$350.00
Expenses	25.00
	$375.00
Share payable by each of the company and the union:	$187.50

October 28, 1968.

C
O
P
Y

IN THE MATTER OF AN ARBITRATION

BETWEEN THE CANADIAN PACIFIC RAILWAY COMPANY,

AND THE BROTHERHOOD OF SLEEPING CAR PORTERS.

AND IN THE MATTER OF THE GRIEVANCE OF W. P. BROWN.

SOLE ARBITRATOR: J. F. W. Weatherill.

A hearing was held in this matter at Toronto on
October 16, 1968.

A. R. Blanchette for the union.

T. P. James for the company.

AWARD

The grievor, a sleeping car porter, was assessed a total of 95 demerit marks on the following charges:

	No. Demerit Marks
(1) Failure to have Compartment "F", Car 203, made down prior to arrival Medicine Hat, Train #2, May 11th	- 20
(2) Failure to promptly make it down when passenger boarded train at Medicine Hat and requested this be done	- 20
(3) Failure to call passengers detraining at Moose Jaw	- 15
(4) Failure to shine passengers' shoes	- 10
(5) Failure to promptly comply with request of Nun passenger to lower bed in her roomette	- 10
(6) Discourteous attitude towards both Nun and Mr. Smith	- 20
	95

As a result, the grievor was dismissed for accumulation of demerit marks in excess of sixty.

In a case of this sort, there is an onus on the company to establish that it had just cause for the action taken against the grievor. Indeed, even before arbitration proceedings are involved, the company is under an obligation to establish the responsibility of an employee before assessing discipline against him. Article 42 of the collective agreement sets out the requirement that the employee's responsibility be established at a fair and impartial investigation.

As a result of complaints submitted by a number of passengers relating to the grievor's conduct in the performance of his duties on May 11, 1966, an investigation was held on June 6, 1966, following which, on June 10, 1966, the grievor was advised that his record had been assessed with demerit marks in excess of sixty. A further investigation relating to the discipline imposed on the grievor was held on June 13, 1966, but it does not affect the substance of the matter before me.

The grievor was the only witness called at the investigations. He was advised of the complaints made against him and was asked for his explanation. The grievor did give his account of the events in question, and submitted an affidavit of a fellow employee which supported his account in certain respects. The company, as it was entitled to do, preferred the statements of the complainants to those of the grievor. (This is scarcely surprising, one of the complainants being a vice-president of the company). An arbitrator, however, is independent of either of the parties, and can only make a decision on the basis of evidence properly before him. In the instant case, there is no evidence in support of the charges against the grievor, except that which may be found in his own statements made at the investigation. The company's case otherwise rests entirely on the charges themselves.

From the grievor's own statement, it is clear that he was in fact guilty of the offences referred to in charges (1) and (5) set out above. It is acknowledged that demerit marks should be awarded for these, although the union contends that the marks assessed were excessive, having regard to the usual pattern of discipline. In my view, there should be no alteration of the penalty assessed on charge (5); the penalty imposed on charge (1), however, is clearly excessive, having regard to what has been done in similar cases. It is not for an arbitrator to usurp the company's role in the imposition of discipline, but simply to determine whether or not the action taken by the company falls within the range of reasonable disciplinary responses to the conduct of the employee. Having regard to this, it is my conclusion that the assessed penalty on charge (1) should be reduced to ten demerit marks.

Whether the other charges against the grievor are in fact true or not, it is the case that they have not been established in the proceedings before me. The company has not met the onus of showing that it had just cause to discharge the grievor or to assess discipline against him on these charges.

Accordingly the grievance must be allowed. The grievor is entitled to be reinstated in employment with compensation for loss of earnings in the usual way. The number of demerit marks to be assessed against him is to be reduced to twenty.

DATED AT TORONTO, THIS 28th DAY OF OCTOBER, 1968.

(Sgd.) J. F. W. WEATHERILL
Arbitrator.

COPY

IN THE MATTER OF AN ARBITRATION

BETWEEN THE CANADIAN PACIFIC RAILWAY COMPANY

AND THE BROTHERHOOD OF SLEEPING CAR PORTERS.

AND IN THE MATTER OF THE GRIEVANCE OF W. T. GREEN.

SOLE ARBITRATOR: J. F. W. Weatherill.

A hearing was held in this matter at Toronto on October 16, 1968.

A. R. Blanchette for the union.

T. P. James for the company.

AWARD

The grievor, a sleeping car porter, was assessed twenty-five demerit marks for

1) Failure to report on time for assignment necessitating replacement Line 4203, Train No. 42, December 29th, 1966.	- 10 demerits
2) Being abusive to Supervisor after reporting late December 29th, 1966.	- 15 demerits
Total	- 25 demerits

The grievor has acknowledged that he was an hour and five minutes late in reporting for his assignment on the day in question. The ten demerit marks assessed against him on that account is not in issue here. The grievor denies, however, that he was abusive to his supervisor on the occasion referred to. The company assessed fifteen demerit marks against the grievor on that account, and the issue before me is whether the company had just cause to do do.

In cases of discipline or discharge there is an onus upon the employer where the matter is brought to arbitration to establish before the arbitrator that it had just cause to take action against the employee. Indeed, even before such a matter goes to arbitration, there is, under the collective agreement in effect between the above parties, a requirement that the responsibility of the employee be established at a fair and impartial investigation. Article 42 of the collective agreement provides, in part, as follows:

> Article 42.
>
> INVESTIGATIONS:
>
> A Porter will not be disciplined, suspended or dismissed without first having a fair and impartial investigation and his responsibility established, such investigation to be held and a decision given within ten (10) days from the time report is rendered, at which hearing he shall have the right to be present, and also he shall have the right to have a recognized representative of the Organization in stating his case at the investigation, and will be given a copy of statement made by him at the investigation.

> All material and necessary witnesses must be notified in writing to appear. If they appear, their evidence shall be taken in the presence of the accused. If they do not appear, the accused shall be furnished with a copy of their written statements. If accused is not satisfied with the decision, he will be given an opportunity of reviewing the evidence and may appeal through his representative to the higher officials. Should the charge not be proven, his record shall be cleared and, if held out of service, shall be reinstated at once and compensated for the wage loss, if any, suffered by him, and reasonable actual expenses. Such compensation shall be the amount of wages he would have earned (minimum of six hours fifty-six minutes - (6'56") per day) less any compensation received in other employment.

In the instant case, an investigation was held on the two charges for which the grievor was disciplined. It was acknowledged that the grievor was late as charged. His responsibility in that respect was established. As to the charge that he had been abusive to his supervisor, the grievor was presented with a statement allegedly made by the supervisor relating to the grievor's conduct upon his late arrival on the day in question. The grievor categorically and repeatedly denied the allegation. The transcript of the investigation is before me, and the grievor was the only witness at the investigation. There is nothing in the transcript - other than the report of the accusation itself - to detract in any way from the grievor's denial.

The company, as it was entitled to do, chose to believe the allegation made by its supervisor, rather than the denial thereof by the grievor. In its presentation of this case, the company set out reasons for accepting the statement of the supervisor, namely that he was a mature, experienced trustworthy person. No doubt that is so: these are reasons why the company might for its own purposes, rely on the supervisor's statement. And if the supervisor had been before me as a witness, then these are matters which I might properly consider in assessing his credibility in the event of a conflict of testimony. The fact is, however, that in the proceedings before me there is no admissible evidence at all to establish that the grievor was in fact abusive to his supervisor. There is only the allegation, and the allegation is denied.

In the presentations made at the hearing of this matter, some reference was made to "corroborative" evidence. Corroborative evidence is evidence which lends support to other evidence: in the case before me, there is no question of corroborative evidence; rather, the case is that there is no evidence at all. The company's case against the grievor might be made out without the necessity of the evidence of a third person, if there were one, who could testify as to any incident between the grievor and the supervisor. As the company quite rightly argues a "third party witness" is not necessary. What is necessary, however, is some witness, and the only "witness" in this case is the grievor himself who, on being questioned by the company, denied the charge. It is impossible for an arbitrator to say, in these circumstances, that the account of one party is to be preferred over that of the other. In the case before me, I can only conclude that the company has not shown that the incident alleged to have occurred, did occur in fact. It has not, then, satisfied the onus of showing that it had just cause to discipline the grievor.

For the foregoing reasons, the grievance must be allowed. It is my award that the fifteen demerit marks assessed against the grievor be removed from his record.

DATED AT TORONTO, THIS 28th DAY OF OCTOBER, 1968.

(Sgd.) J. F. W. WEATHERILL
Arbitrator.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS

CORRESPONDENCE

Bowe, William H.

1966-68

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago, Illinois 60653

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC
217 WEST 125th STREET - Room 301
NEW YORK, N.Y. 10027
MOnument 2-5080 - 1

WILLIAM H. BOWE
Acting International Secy.-Treas.

C. L. DELLUMS
3rd International Vice-President
1716 Seventh Street
Oakland, California 94620

T. D. McNEAL
4th International Vice-President
2906a North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor

Copy

August 11, 1966

Mr. T. D. McNeal
International Vice President
Brotherhood of Sleeping Car Porters
Gateway National Bank Building
3412 North Union Boulevard
St. Louis, Missouri 63115

Dear Brother McNeal:

Find enclosed communications from William E. Pollard, Staff Representative, Department of Civil Rights, AFL-CIO, which are self-explanatory.

Fraternally yours,

William H. Bowe
International Secretary-Treasurer

Enclosures

cc: Mr. A. Philip Randolph

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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815 SIXTEENTH STREET, N.W.
WASHINGTON, D.C. 20006

PHONE: NATIONAL 8-3870

Mr. William Bowe
Brotherhood of Sleeping Car Porters
217 W. 125th Street, Rm. 301
New York, N. Y. 10027

re: Missouri Pacific Railroad Co.
Union Station
Little Rock, Arkansas

Dear Mr. Bowe:

We have just received copies of findings of reasonable cause by the Equal Employment Opportunity Commission which may involve an affiliate of your International Union relating to violations under Title VII of the Civil Rights Act of 1964.

It is our understanding that neither your International Union nor our office were notified of these allegations in accordance with recently established procedures with the Equal Employment Opportunity Commission.

Therefore, we are enclosing a copy of these findings for your information and correction, if possible.

If our Department can be of assistance in this instance and/or in the future, please feel free to call on us.

Sincerely yours,

William E. Pollard
/jg

William E. Pollard
Staff Representative
Department of Civil Rights

WEP:jg
opeiu #2 afl-cio
enclosures:

RECEIVED
AUG 9 1966

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20506

In Reply Refer to:

6-1-457 to 6-1-465
6-3-1332, 6-3-2280
6-2-2279

Missouri Pacific Railroad Company
Union Station
Little Rock, Arkansas

AUG 5 1966

Gentlemen:

This will inform you that, after investigation, the Equal Employment Opportunity Commission has determined that there is reasonable cause to believe that you have engaged in an unlawful employment practice within the meaning of Section 703 of the Civil Rights Act of 1964. A copy of the Commission Decision is enclosed.

A conciliator appointed by the Commission will contact you soon to discuss means of correcting this discrimination and avoiding it in the future.

Under Section 1601.24 of the Procedural Regulations of the Equal Employment Opportunity Commission, "Nothing that is said or done during and as a part of the endeavors of the Commission to eliminate unlawful employment practices by informal methods of conference, conciliation, and persuasion may be made a matter of public information by the Commission without the written consent of the parties, or used as evidence in a subsequent proceeding."

Since the charges in this case were filed in the early phases of the administration of Title VII of the Civil Rights Act of 1964, the Commission has been unable to conduct a conciliation during the sixty day period provided in Section 706. The Commission is, accordingly, obligated to advise the charging party of his right to bring a civil action pursuant to Section 706(e).

Nevertheless we believe it may serve the purposes of the law and your interests to meet with our conciliator to see if a just settlement can be agreed upon and a lawsuit avoided.

We are hopeful that you will cooperate with us in achieving the objectives of the Civil Rights Act and that we will be able to resolve the matter quickly and satisfactorily to all concerned.

Very truly yours,

Kenneth F. Holbert
Acting Director of Compliance

cc: ✓ Mr. Donald Slaiman

Enclosure

3 Clip
TA
Justice
OFCC

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20506

John W. Norman, et al — Case Nos. 6-1-457 to 6-1-465
6-3-1332, 6-3-2280
6-2-2279

Charging Parties

vs.

Missouri Pacific Railroad Company
Little Rock, Arkansas

Date of filing: March 11, 1966
Date of service of charge: March 11, 1966 and March 26, 1966

DECISION

SUMMARY OF CHARGES

The Charging Parties, Negro, allege discrimination on the basis of race in that they are classified as Train Porters instead of as Brakemen, though duties and responsibility are the same for each classification.

The Charging Parties further allege that because of job classification they have been discriminated against in terms of compensation, promotion and conditions of employment.

SUMMARY OF INVESTIGATION

The Respondent is a freight and passenger rail carrier operating in twelve states, predominantly in the South. It is the second largest railway in lines operated and the sixth in total revenue. It has 23,833 employees of which 3,085 are Negroes, 2,277 of them employed as laborers.

The investigational record establishes that the Charging Parties, termed train porters, have been employed for a number of years primarily to perform the duties of brakemen on the Respondent company's passenger trains. Their duties are equivalent and interchangeable with those performed by their counterpart brakemen on the rear-end on the freight trains. The only distinction is that the latter category is, with but one known exception, comprised of white men and the former category, referred to as train porters, is wholly comprised of Negro men. These

Negro employees are subject to the same examinations, same qualifications, discipline and performance as their white counterparts. They operate identical equipment and are bound by the same Book of Rules in their employment. They frequently work at the rear-end station on trains in lieu of the white brakemen as suits the economy or convenience of the management. In turn, white brakemen and conductors frequently assume the brakemen duties of the Negro train porters at the front end of passenger trains when such serves the needs or preferences of the brakemen or the management. The record shows that Negro train porters are paid less, given less desirable assignments and afforded less life insurance, though they perform the same duties as brakemen; in addition, they sweep out cars, handle pillows and baggage, and assist passengers. Train porters accrue seniority only in passenger service, whereas white brakemen may acquire seniority in both freight and passenger service. Brakemen are promoted to conductor while porters are not.

The reason given by the Respondent for these differences is that the train porters comprise a separate craft and class and have traditionally been represented by a separate collective bargaining agent, the Brotherhood of Sleeping Car Porters. The investigation, on the other hand, discloses that until 1960 the Brotherhood of Railway Trainmen maintained a constitutional provision that excluded non-whites from membership.

From the late nineteenth century, Negroes were employed primarily in menial tasks--food service, handling of baggage, sweeping out trains and the like. It has been claimed that the railroads recognized Negro labor as an effective weapon against unionism and a source for cheap labor. The nature of the jobs they performed began to change and without a change in title, the Negro train porters began to perform the job of brakeman, flagman, and switchman on passenger trains. They were required to take the same training and examinations as white brakemen or flagmen. Although they continued to perform the menial tasks, the operational functions soon came to be given priority.

This was demonstrated during the First World War when the federal government took over the management of the railroads, and reclassified Negro employees as firemen, trainmen and switchmen. On December 2, 1918, the United States Railroad Administration issued Supplement No. 12 to General Order 27 establishing functional tests for a head end passenger brakeman. Without a change of duty, all of the Negro "train porters" satisfied the test and were carried as "passenger brakemen" and given standard brakemen's pay until the railroads were returned to private management. Throughout this period, the four unions which controlled the railroad employees in operational positions explicitly excluded Negroes from membership: The Brotherhood of Railway Trainmen (BRT), The Order of Railway Conductors (ORC), The Brotherhood of Locomotive Firemen and Enginemen (BLFE), and the Brotherhood of Locomotive Engineers (BLF).

When the management of the railroads were returned to their private owners at the end of the war, a few railroads attempted to maintain the war time status given to the porter/brakemen by consolidating the seniority lists of train porters and brakemen. The Respondent company, however, over the Negroes' protest, reduced their wages to their former level, about half the wartime rates, without a change in their duties.

During this period, the Railway Labor Act was passed. It provided that the then existing "craft and class" designations were to be perpetuated and legally protected by exclusive bargaining rights subject to the will of the internal majority of a craft or class.

The question of whether "train porter" and "brakemen" constitute legitimately distinct classes and crafts was presented repeatedly to the federal courts throughout the late forties and early fifties. This occurred after the Respondent union had begun a concerted bargaining campaign to supplant the Negro work force designated "train porter" with white men classified as "brakemen". The Negro workers sued for an injunction on the grounds of racial discrimination. In Howard vs. The Brotherhood of Railway Trainmen, the District Court held that the complaint raised questions over which Congress by the Railway Labor Act had given exclusive jurisdiction to the National Railroad Adjustment Board and the National Mediation Board, 72 F. Supp. 695. On appeal, the Court of Appeals reversed the holding and found jurisdiction in the federal courts and conditioned the legality of the contract between the respondents on their recognition of the Negroes as members of the craft of "brakemen", 191 E 2d 442. When the Supreme Court reviewed the case it also found discrimination which should be enjoined but it held the matter of craft reclassification an issue for the National Mediation Board to decide, 343 U.S. 768.

Subsequent to this determination by the Supreme Court, a class effort was made on behalf of the Negro train porters employed by the Missouri Pacific Railroad Company to seek an injunction from the federal court against the respondent's abolishing the jobs of train porters. On November 5, 1965, that court, through Judge James Meridith, dismissed the action finding that the plaintiffs should have gone first to the railroad's National Mediation Board for a reclassification, or to the Missouri Human Rights Commission.

Even though citing the words of the 8th Circuit Court of Appeals finding in Howard at page 8:

> "In terms of railroad fact and job reality, inherent and incapable of misunderstanding, it is plain that the position of train porter has had existence only because of the braking duties attached to it..."

the Court found no discrimination because it accepted the testimony offered showing that the train porter jobs abolished had not been filled. Mr. Ray D. Breedlove, Personnel Manager for the REspondent, admitted to our investigator that when several states repealed their "full train crew" laws providing for one engineer, one fireman, two brakemen, one conductor and one train porter, it was a management's decision to eliminate the position of the porter and let the brakeman assume his duties. The Court did not address itself to the unfairness or discrimination inherent in the management decision, nor to the counter prerogative the company could have exercised to allow some of the train porters to assume the duties of the brakemen, of which they were capable.

DECISION

There is reasonable cause to believe that the respondent has violated Title VII of the Civil Rights Act of 1964. The Respondent Company because of race arbitrarily and discriminatorily classified its employees and imposed conditions of employment upon the train porters less favorable than those granted brakemen.

For the Commission

July 18, 1966
~~1 July 1966~~
Date

Marie D. Wilson
Marie D. Wilson, Secretary

THE FOLLOWING DOCUMENTS ARE PHOTOCOPIES.

THE ORIGINALS ARE NOT IN THE A. PHILIP RANDOLPH COLLECTION AT

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DAVID SULLIVAN
A. J. DeANDRADE
MAX GREENBERG

815 SIXTEENTH STREET, N.W.
WASHINGTON, D.C. 20006

PHONE: NATIONAL 8-3870

June 11, 1968

Mr. William Bowe
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York, New York

Re: Sleeping Car Porters
St. Louis, Missouri

Dear Brother Bowe:

We have just received copies of findings of reasonable cause by the Equal Employment Opportunity Commission which involves an affiliate of your International Union relating to violations under Title VII of the Civil Rights Act of 1964.

Therefore, we are enclosing a copy of these findings for your information and correction, if possible.

If our Department can be of assistance in this instance and/or in the future, please feel free to call on us.

Sincerely yours,

William E. Pollard
Staff Representative
Department of Civil Rights

WEP:ppo
opeiu #2 afl-cio
Enclosure

RECEIVED
JUN 14 1968

68E-78

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20506

IN THE MATTER OF:

Missouri-Pacific Railroad Company — Case Nos. CC 6-7-6486
St. Louis, Missouri — (KC 7-5-238)

and

Brotherhood of Railway Trainmen — (6-7-6485)
St. Louis, Missouri

and

Brotherhood of Sleeping Car Porters — (6-7-6487)
St. Louis, Missouri
Respondents

Robert Gill
Charging Party

vs.

Missouri-Pacific Railroad Company — Case Nos. KC 6-12-90
St. Louis, Missouri — (6-4-2635)

and

Brotherhood of Railway Trainmen — KC 6-12-90(U)
St. Louis, Missouri

and

Brotherhood of Sleeping Car Porters — (6-4-2635(U)
St. Louis, Missouri
Respondents

W.S. Emory — KC 7-5-238
Charging Party — (6-4-2651)

vs.

Missouri-Pacific Railroad Company
St. Louis, Missouri
Respondent

Dates of alleged violation:	CC 6-7-6486	Continuing
	KC 6-12-90	Continuing
	KC 7-5-238	April 6, 1965
Dates of filing:	CC 6-7-6486	July 19, 1966
	KC 6-12-90	November 30, 1966
	KC 7-5-238	September 23, 1966
Dates of service of charge:	Respondent Company - 2/20/68	
	Respondent Trainmen - 2/19/68	
	Respondent Porters - 2/17/68	

DECISION

SUMMARY OF CHARGE

A Commissioner alleges that Respondents have maintained, through collective bargaining agreements, a system of separate job classifications determined by race, and that as a result, Negroes are systematically denied opportunities for promotion and other seniority rights in violation of Title VII of the Civil Rights Act of 1964.

Charging Party Gill alleges that he was classified as a train porter but performed the work of a brakeman, whose rate of pay is higher than that of train porters. This Charging Party also alleges that Respondent Trainmen Union would not represent train porters and that Respondent Porters Union did not properly represent him.

Charging Party Emory alleges that he was denied seniority and severance pay by Respondent Company because of his race (Negro).

SUMMARY OF INVESTIGATION

1. Respondent Company operates trains in eight Midwest and Southwest states and employs over 24,000 persons. Of the total work force, approximately 3,000 are Negroes, more than 2,100 of whom are classified as service workers or unskilled laborers. Respondent Trainmen Union has acted

as the representative of Respondent Company's employees classified as brakemen; Respondent Porters Union has acted as the representative of Respondent Company's employees classified as train porters. All of the train porters are Negro; all of the brakemen, with the exception of a few new hires, are white.

2. The Negroes employed as train porters and the whites employed as brakemen are subject to the same qualifications, examinations and the same periodic review system. They are bound by the same regulations contained in the Uniform Code of Operating Rules and are often examined and re-examined on it jointly. Train porters and brakemen are issued identical working materials and use the same equipment in the performance of their duties. Train porters work only on passenger trains; brakemen work on passenger trains and freight trains. Respondent Company concedes that train porters are fully competent to work on freight trains. In addition to performing the work of brakemen on passenger trains, train porters are required to attend to the needs of passengers. Respondent Company states that when a passenger train is operated without a train porter, the duties of the train porter are performed by a brakeman. When the brakeman works at the rear of a passenger train, he is referred to as a flagman. On the other hand, when a train porter performs the same duties at the rear of a passenger train, he is referred to as a train porter. Clearly, white employees classified as brakemen and Negro employees classified as train porters have performed and do perform equivalent duties and have been used by Respondent interchangeably.

3. The investigation discloses that, while Negro train porters perform work identical to that of white brakemen in addition to other duties required of them, they are paid less and are not afforded the opportunity for advancement to conductor positions as are the white brakemen. In addition to this disparity, white brakemen accrue seniority in both passenger and freight service;

Negro train porters accrue seniority only on passenger train operations. As a result, when a passenger train is eliminated, the white brakeman may transfer to freight service without loss of seniority. The Negro train porter with comparable years of service, if terminated, goes to the bottom of the brakeman's seniority roster with no more rights than a new employee.

4. The historical background leading up the practices disclosed by the investigation in the instant case was stated by the Commission in earlier cases involving the same issue (Case Nos. 6-1-457, et al, and 5-10-1521, et al), and was found therein to be violative of Title VII. The matter is now before the U.S. District Court for the Eastern District of Missouri in a suit brought by the Attorney General under Section 707 of Title VII. (Docket No. 67-C-243) In brief, this history established that when the Negro train porters were compelled to seek representation by the all-Negro Respondent Porters Union, it was because Respondent Trainmen Union would not accept Negro members nor represent them. Because of racial considerations, Respondents have participated in maintaining two separate bargaining units and the two separate contracts which established the separate but unequal terms and conditions of employment.

5. As a consequence of this history and the dual systems maintained by the Respondents, Negro train porters are denied the benefit of their years of service with the railroad when they attempt to enter the formerly all-white job category of "brakeman." Recently, in Quarles vs. Philip Morris, et al, USDC VA. E.D., Richmond Div., No. 4544, April 11, 1967, 55 LC 9054, the court held that seniority provisions which prevented Negroes from moving from previously all-Negro departments to better jobs in previously all-white departments are violative of Title VII.

The Court stated:

> "Present discrimination may be found in contractual provisions that appear fair on their face, but which operate unfairly because of the historical discrimination that undergirds them. NLRB vs. Local 269, IBEW, 357 F. 2d 51 (3rd Cir. 1966). Departmental seniority rooted in decades of racially segregated departments can neither mask the duty of a union to fairly represent its members nor shield the employer who is privy to the union's derelictions. Central of Georgia Railway Co. vs. Jones, 229 F. 2d 648 (5th Cir. 1956), cert. den., 352 U.S. 848 (1956)."

The holding and the language of this decision are directly applicable here. In Quarles there was one union representing separate seniority groupings of white and Negro employees in one bargaining unit: here there are separate unions representing groupings of white and Negro employees as if they were two bargaining units. 1/ However, the operative facts are the same--Negro employees traditionally were excluded from employment in jobs preferred by whites and were relegated to lower paying and more menial jobs; present contractual arrangements perpetuate this pattern of racial segregation and discrimination. It follows that here as in Quarles the present contractual system violates Title VII.

1/ Until a few years ago, the Negro employees in Quarles were represented by one Local, the whites by another, in separate bargaining units. There can be no doubt that the Court there would have reached the same result if the dual unions and bargaining units had persisted.

It also follows that all of the Negroes who were on Respondent Company's seniority roster of train porters as of ninety days before the filing of the Commissioner's Charge are entitled to transfer to the brakeman's seniority roster with full credit for their years of service as train porters and with all of the rights and privileges of brakemen. [2]

6. Charging Party Emory alleges that Respondent Company refused to give him severance pay to which he was entitled when it abolished his train porter job in April 1965. The Commission has no jurisdiction over Charging Party Emory's charge in that the date of the alleged violation is prior to the effective date of Title VII of the Civil Rights Act of 1964.

DECISION

Reasonable cause exists to believe that Respondents are committing an unlawful employment practice in violation of Title VII of the Civil Rights Act of 1964 by discrimination against Charging Parties and others similarly situated because of their race with respect to classifications and conditions of employment as alleged by the Commissioner and Charging Party Gill.

---

[2] Our determination here is with full realization that the Railway Labor Board, despite the urgings of the Federal Courts, has not made a determination as to whether train porters and brakemen are the same "class or craft" under the Railway Labor Act. Because of procedural difficulties, that issue may never reach the Railway Labor Board. We do not believe that Congress intended that the national commitment to eliminate racial discrimination in employment should be foreclosed by such niceties. In any event, we do not say that the two groups should be merged or treated as one "class or craft," but only that the train porters should be allowed to transfer to the brakeman roster with full credit for seniority earned as train porters.

Charging Party Emory's charge is dismissed for lack of jurisdiction.

The Commissioner, who filed the Commissioner's Charge in this case, did not participate in the decision.

For the Commission:

June 5, 1968
Date

Marie D. Wilson
Marie D. Wilson
Secretary

A. PHILIP RANDOLPH
International President

BENNIE SMITH
1st International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

C. L. DELLUMS
2nd International Vice-President
1716-18 Seventh Street
Oakland, California 94607

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC

217 WEST 125th STREET - Room 301
NEW YORK, N. Y. 10027
MOnument 2-5080-1

WILLIAM H. BOWE
International Secretary-Treasurer

T. D. McNEAL
3rd International Vice-President
Gateway National Bank Building
3412 North Union Boulevard
St. Louis, Missouri 63115

B. F. McLAURIN
Eastern Zone Supervisor
217 West 125th Street
New York, N. Y. 10027

November 19, 1968

File

Mr. A. Philip Randolph, President Emeritus
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York, New York 10027

Dear Brother Randolph:

You will find enclosed a check in the amount of $572.60, which represents the balance of your pension for the months of October and November 1968. These amounts represent the taxes which were deducted from your pension. We will be sending you, from now on, one check each month in the amount of your full pension. We are therefore not deducting any income taxes from these payments.

It will be necessary for you to pay income taxes on these payments and you should take care of this, either by making payments during the year on estimated income tax returns or at the end of the year on your regular income tax returns.

This procedure is being adopted in order not to have it appear as if you were still working for the Organization and thereby endanger your pension rights under Railroad Retirement.

I hope that this is sufficiently explanatory, but if you have any questions please let me know.

Fraternally yours,

William H Bowe

William H. Bowe
International Secretary-Treasurer

Enc: ($572.60)

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS

CORRESPONDENCE

Bradley, E. J.

1941-50
&
undated

CHARGE TO THE ACCOUNT OF

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TOUR-RATE		SHIP RADIO	

Postal Telegraph

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CHECK	
TIME FILED	(STANDARD TIME)

Form 2-C

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities

Fr rate

June 14th, 1941

T. D. McNeal
11 North Jefferson Street
St.Louis, Missouri

ROBERT F. COLE, SECRETARY OF MEDIATION BOARD, INFORMS ME THAT MISSOURI PACIFIC IS NOT READY FOR CONFERENCE FOR NEGOTIATION OF CONTRACT FOR TRAIN PORTERS. MEDIATION POSTPONED INDEFINITELY.

A. Philip Randolph

McNeal
Stl

Shreveport, La.
11/5/41

17½ Murphy St.

Mr. E.J. Bradley
3rd Vice-Pres.
St. Louis, Mo.
Dear Sir & Bro:

May I kindly tender you my resignation as Sec.-Treasure of the Brotherhood Sleeping Car Porters, Shrefeport Division, Shreveport, La. Poudence indeed makes it necessary when resigning from a postition for which one has been elected to set forth the reasons or causes for which it becomes necessary.

First: The overhead expenses of collecting from the members and holding the office cost me more than my commission amounts too. Now the Commission in my opinion is plenty large, however the President also collects dues and receives the commission from those he collects and when I drive to a member to collect, I am generally told that he has paid the president or promised or would pay him or send or carry it to him. Of course I have burned up my gas and oil for nothing although I see them in time to take care of my report. Not withstanding the fact remains that I must make my reports, post my books and Receive less than half of the commission which does not cover my expenses.

Second: The report must be made (according to the President's views) in the presence of the President and he selects his time for the occasion. This is often very unconvient for me. Sometimes I am going out or to work that day. I leave 5 P.M., my run is a long one (to New York City) and I rest that day in order to leave as fresh as possible. I have two nights on the road. Arrive New York City 11:30 A.M. I have three days in the clear (I am neither coming nor going) four days and nights in all at home. Plenty time to do my work without breaking my rest when leaving.

Although I could make my report and he could get a copy of it at his lesisure if he makes it from my books, (my books are always open to all members and officials) but he thinks different. I can never plan my work.

I do not mean that he has the wrong ideas or should not take such a positions, maybe it is the Brotherhood's system, but I cannot work under it. I am willing and will gladly do the work only if I am left to do it. I can not work handicapped. However I'll gladly pay my dues and remain a loyal member.

So I see only one honorable course to take. Resign. Kindly inform me who to turn over to and he furnishes me a receipt for same.

Respectfully yours,
A.B. Williams Jr.
Sec. Treas.

A B Williams Jr

Bradley

January 2, 1942

Mr. E. J. Bradley
2nd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brother Bradley:

I note a letter from Brother A. B. Williams, Jr., Secretary-Treasurer of the Shreveport Division of the Brotherhood, tendering his resignation from that office on the grounds that he doesn't like the attitude of the President in requiring him to make reports under certain conditions. And besides, he says, there is not enough in the commissions of the collections of the dues to warrant his continuing in office because the President horns in on the collection of dues himself and takes a part of the commission.

I hope you will look into this matter whenever it is convenient.

Fraternally yours,

A. Philip Randolph
International President

apr/af

Bradley

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
SOUTHWEST ZONE HEADQUARTERS
T. D. McNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

January 7, 1942

Mr. A. Philip Randolph, President
217 W. 125th Street
New York City, N. Y.

Dear Brother Randolph:

This will acknowledge both letters of January 2, 1942 relative to A. B. Williams, Jr., former Secretary-Treasurer of the Shreveport Division of the Brotherhood. May I advise the change has been made on recommendation from that Division and Williams' resignation accepted. Brother L. B. Wilson who was President is now Secretary-Treasurer and the Vice-President has been appointed President by the local to fill the un-expired term and Brother Totten has been so notified.

The truth of the matter was Brother William only collected dues from five or six men each month. Brother Wilson who built up the Shreveport local collected most of the dues and Brother William felt that Brother Wilson should not only turn over to him dues collected, which he did, but also should allow him commission on dues collected by Wilson, which Wilson and the Shreveport men generally was opposed to. The matter has been straightened out to the satisfaction of all concerned.

Relative to sending out general letters over the Zone on the wage increase, the back pay and the $12.00 tax, we discussed that before you left St. Louis and a letter has gone out. A copy of which you will find enclosed. It was sent to every man in my Zone that we had the name and address of who had at any time in the past been connected with the organization. Relative to the train porters, especially on the Missouri Pacific Railroad, I wrote Brother Crutcher advising that he get out a general letter to his membership announcing the raise and back pay.

Brother Webster forwarded me a sufficient number of copies of the Illinois Central agreement with advice that I send one to each key man. I mailed a copy of the agreement to every paid up member on the I. C. system. I did not however mail them a notice of the tax. I felt that as Brother Webster assisted in negotiating this wage increase should inform Brother Chauncy Smith their President and other members of the group of the tax. However, if you feel that I should notify them, I will be glad to do so.

Brother McNeal left Tuesday for a conference with the M. K. T. at Dallas, Texas to be held Thursday, January 8th. We received a wire from Brother Dell McKinney requesting that they have representation and I advised him to go. We will defray the expense from this office and have Brother Totten reimburse us for same.

The Pullman Company has not started paying the back time yet. However, I am expecting little difficulty in collecting the tax from a large majority of the men, especially in the St. Louis District and through out the South West Zone.

I went to the Missouri Pacific office to get a new agreement and am sending same to you today,

I enjoyed my association with you here and hope for you and Mrs. Randolph a happy and prosperous New Year.

Fraternally yours,

E.J. Bradley

E. J. Bradley
3rd International Vice-Presdient

EJB*P

enclosures

BROTHERHOOD OF SLEEPING CAR PORTERS
11 N. Jefferson Ave., Room 416
Saint Louis, Missouri

December 29, 1941.

Dear Sir and Brother:

International President A. Philip Randolph has directed me to announce to you that an agreement was signed with The Pullman Company on December 26th, 1941, on the question of the increase in pay for Porters, Attendants, Maids and Busboys.

The increase involves Ten (10¢) Cents per hour based upon 240 hours per month and will be a flat increase of Twenty-Four ($24.00) Dollars per month on the basic rate of pay for all classes of employes covered by the contract. For instance, a man now drawing $100.50 per month will under the new agreement draw $124.50 per month. In other words, add Twenty-Four ($24.00) Dollars to the basic rate of pay for all classes of men and this will give you the monthly rate that will be earned by men making full time, effective December 1st, 1941.

Retroactive pay, or back pay, will be given to all employes from September 1st, 1941, up to and including November 30th, 1941. The rate of pay due will be Nine (9¢) Cents per hour based on 240 hours per month, or Twenty-One Dollars and Sixty Cents ($21.60) for each of the three months mentioned. The memorandum agreement is effective of January 1st, 1942. Arrangements have been made for you to be paid Twenty-Four ($24.00) Dollars for the month of December in addition to your regular monthly income which means that you will get the $21.60 for the months of September, October, November, 1941 and $24.00 for the month of December, 1941. Thereafter you will be paid at the regular rate with the additional $24.00 per month added.

International President Randolph also directed that you be informed that effective at once there has been levied on all members of this organization a tax of Twelve ($12.00) Dollars per man. This tax is payable the date you receive your back pay as stipulated above. This tax is applied to all members of the organization and no member will be financial who does not pay the tax within the required time. More details of this tax and the reason therefor will be given to you in your regular meetings for paidup members only.

This is by far the greatest increase in pay that has ever been paid to Pullman Porters in the history of the company and has been brought about as result of the organization's negotiations. YOU WOULD NOT HAVE GOTTEN THIS MONEY ANYHOW. IT DID NOT COME FROM THE GOVERNMENT. IT IS THE DIRECT RESULT OF NEGOTIATIONS OF YOUR ORGANIZATION AS A PART OF THE ORGANIZED LABOR FORCES ON THE RAILROADS.

Fraternally yours,

E. J. Bradley
E. J. Bradley,
3rd Int'l. Vice President,

T. D. McNeal
T. D. McNeal,
Int'l. Field Organizer.

EJ

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
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413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

January 14, 1942

Mr. A. Philip Randolph,
International President
217 W. 125th Street
New York City, N. Y.

Dear Brother Randolph:

Enclosed is a letter I received from Mrs. Campbell which is self explanatory.

I wrote her stating fully that I was in no position to give aid to her financially. I told her I would pass her letter on to the National office if they were able to do anything for her you would so advise. I do not think her statement is true relative to Campbell not having earned one nickel since he was discharged by us last August. Campbell left New Orleans last August for Detroit where I learned he has been working most of the time, but her letter does not state whether he is at present in Detroit or New Orleans.

In so far as my part in this matter goes, I have been very frank in my reply to Mrs. Campbell, denying her any aid and whatever you decide to do in the matter is perfectly O. K. with me.

Things are moving along in great shape. The spirit of the men in this territory is extremely high over the huge increase in wages and if all reports are true, we are expecting the heaviest collection this pay period that we have ever had in the history of the Brotherhood.

I made the necessary written request through the Pullman Company for transportation over several roads but have received no reply as yet. I will inform you of results as soon as same has been obtained.

Fraternally yours,

E.J. Bradley
E. J. Bradley,
3rd International Vice-President

EJB*P
encl.

CHECK SERVICE DESIRED OTHERWISE MESSAGE WILL BE SENT AT FULL RATE			
DOMESTIC		FOREIGN	
FULL RATE		FULL RATE	
DAY LETTER		CDE RATE	
NIGHT LETTER		URGENT	
SERIAL		DEFERRED	
RESERVATION		NIGHT LETTER	
TOUR-RATE		SHIP RADIO	

Postal Telegraph

CHARGE ACCOUNT NUMBER

CASH NO.

TOLLS

CHECK

TIME FILED (STANDARD TIME)

Form 2

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities

Bradley

January 14, 1942

Mr. E. J. Bradley
11 North Jefferson Avenue
St. Louis, Missouri

Kindly wire Brother Heintx that we received no word from railroad setting date for conference for wage increase yet.

A. Philip Randolph

Bradley

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
SOUTHWEST ZONE HEADQUARTERS
T. D. MCNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

February-6th-1942.
313.Olive Street north,
San,Antonio. Texas.

Dear Brother Randolph:

Just a word for some informatiom.There is a plot of ground about 30,miles from San,Antonio that was given to the colored girls as a "Campfire site"it is owned and controled exclusively by Negro'es there are now several small buildings on the plot and they are planning to build another building and want to name it the "A.Philip Randolph Building" and l told them that l would write you and see if you had any objections to it being named in your honor.

l am enjoying my trip down here very much.The weather is grand after some rain,just like Summer.The nights are cool but they are nothing like the weather we are having at home. l think Bro, McNeal wrote you that l would go to Houston to discuss the Wage increase for the I-&-G*N.Train-Porters when ever we get word of the date for the conference.l am so close to Houston here and it would safe us quite a deal of Railroad fare.

l will be pleased to get word from you on this naming their Building so soon as you can get it to me.l will keep in touch with you while here,and according to our agreement we are to meet in Memphis Tenn,about the 1st,of March when l will be on my way back home.If you find that you cannot get to Memphis,please let me know and l will not return home by way of Memphis.

Fraternally Yours,
E.J. Bradley
E.J.Bradley

February 17, 1943

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
c/o J. B. Covinass
907 Iowa Street
San Antonio, Texas

Dear Brad:

Got a telegram from Mr. Choate that he was going to be out of town February 18th, and had to postpone the conference on the wage increase. I so advised Mac.

I decided to have Mac handle the case since he was familiar with it and knew about the regulations of Mr. Choate and the problems involved.

I hope you are having a good time and are feeling well.

Fraternally yours,

A. Philip Randolph
International President

apr/af

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
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413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Bradley

440

313. N.Olive St
San,Antonio. Texas.
February-18th-1942.

Mr.A.Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217.West 125th. Street
New York City. N.Y.

Dear Brother Randolph:

l have been down here since February 2nd and am feeling fairly well. the weather has been much colder here than l had expected and it has rained most of the time l have been here however,l am enjoying my trip very much.

l was begged to write you a week or more ago relative to having your name appear on a building that they plan to build out at the "Camp-Fire Girls" grounds.They want to name it for you and have you come down for the dedication when the building is completed.l do not think so much of it as there seems to be very few places where they have those Camp-Fire Girl Camps.They claim it is national in scope but l have not heard much of it.The organization and Ladies Auxilliary feel that they should have the first right to name something for you instead of some outside group.

The Tax appears to be going over big.About seventy or more men have paid it in full here and brother McNeal writes me that he has taken in about $4.000. which l think is not bad but we shall not stop there.We want all porters who are working to pay it.l had planned to go to Houston with brother Fields on the conference with the I-G-N.but since you thought McNeal had better go as he has been in conference with them before.l quite agree with your idea.My only reason for suggesting that l go over there was to save us the Rail expence.l now begin to feel like we are far better established than we ever was before and can do many things that we have wanted to do and could not because of a lack of funds.

We discussed you coming to Memphis when l left here for home and l was to meet you there on or about March 1st.If you still plan to be in Memphis about that time,please inform me so l can arrange to stop off there on my way home.l plan to leave here Saturday February-28th,and get home Sunday March 1st.Please advise me as to your plans on going to Memphis.

With my kindest personal regards to you and Mrs.Randolph,
Fraternally Yours,
E.J.Bradley
E.J.Bradley.3rd.Int'nl Vice-President.

A. Philip Randolph
International President
217 West 125th Street
New York City

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
2611-13 Michigan Avenue
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. Jefferson Street
St. Louis, Missouri
Franklin 0033

440

Ashley L. Totten
International Secretary-Treasurer
217 West 125th Street
New York City

E. J. Bradley
3rd International Vice-President

C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland, California

March 16, 1942

Mr. A. Philip Randolph,
International President
217 West 125th Street
New York City, N. Y.

Dear Brother Randolph:

While in San Antonio I had several meetings among train porter representatives in which Brother Dell McKinney was present and he asked permission to allow his men on the M. K. & T., as much down as he could get out of them until the joining fee was paid and then permit him to collect the tax. He is positive every man will pay the tax if given just a little time. Some of them will pay it within the sixty (60) day period as described in your bulletin.

I could not give him anything definite on this until consulting you. However, if you recall we did allow Brother J. C. Gray of Little Rock a similar privilege in collecting our tax in 1937, and as a result Little Rock became 100 percent financial. It did require some six (6) months to do so but I do not believe the train porters on the M. K. & T. will be six months paying their $12.00 tax after they have finished their joining fee and further believe it may be to our advantage to grant Brother Dell McKinney that privilege. If you see it this way please advise that I may notify him as soon as possible.

Fraternally yours,

E. J. Bradley

E. J. Bradley,
3rd International Vice-President.

EJB/p

March 26, 1943

Mr. E. J. Bradley
3rd International Vice President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Concerning your letter of March 19th, suggesting that Brother Bell McKinney, President of the Missouri Kansas and Texas train porters local, be given the privilege to collect the $10 tax according to his plan, may I say that I cannot recommend any change in our recognized procedure in the matter, but you may use your discretion in recommending any change in the matter to Brother Bell McKinney.

No doubt he may have some difficulty in getting the men to pay the tax as readily Pullman porters will pay it.

I am sorry I could not meet you in Memphis for a meeting, but we will plan to make this district some time later before our Convention.

Relative to the group in San Antonio naming a building after myself, may I say that I will follow any suggestion or recommendation you make in that matter since I don't know who the group is.

Fraternally yours,

A. Philip Randolph
International President

APR/af

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

April 7, 1942

Mr. A. Philip Randolph,
International President
217 West 125th Street
New York City, N. Y.

Dear Brother Randolph:

I am enclosing a bundle of papers received from St. Clair Crutcher relative to train porters being taken off of trains operating three or more cars in the State of Arkansas. Brother Crutcher's letter is self explanatory referring to the violation of a state law.

We sent this matter to Brother Webster and he agrees with Mack and I that it will need to be a legal matter for you to decide. It appears that the Missouri Pacific Railroad will have to be sued for violating the State law and no one can determine when or whether a lawsuit can be filed but you. Therefore, I am asking that you take this matter up with Brother Crutcher and advise what can be done in this particular case.

I received the funds from Brother Totten's office and deeply appreciate same. The matter is still under way and may possibly be over within the next 10 days.

McNeal left for New Orleans Monday. Your telegram came too late to have him go by Ft. Worth to attend the funeral of Graham. I am sending condolence and a floral from this office but feel that the National office should do likewise since he was such a splendid worker for the organization and did so much to build up Ft. Worth.

Fraternally,

E. J. Bradley
E. J. Bradley,
3rd International Vice-President

EJB/p
encl.

A. PHILLIP RANDOLPH
International President
217 W. 125th Street
New York City, N. Y.

MILTON P. WEBSTER
1st International Vice-President
4231 So. Michigan Ave.
Chicago, Illinois

ST. CLAIR CRUTCHER
President-General Chairman, Local No. 5
110 Oak Street,
North Little Rock, Ark.

BRAKEMEN - PORTERS LOCAL NO. 5

AFFILIATED WITH BROTHERHOOD OF
Sleeping Car Porters
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
JOEL WILLIAMS, Secretary-Treasurer
810 CHESTER STREET

LITTLE ROCK, ARK.

E. J. BRADLEY
3rd International Vice-President
11 N. Jefferson Ave.
St. Louis, Mo.

T. D. McNEAL
International-~~Field~~ Organizer
11 N. Jefferson Ave.
St. Louis, Mo.

April 2, 1942.

Mr. T. D. McNeal
International Field representative,
Brotherhood of Sleeping Car Porters,
11 N. Jefferson Ave.
St. Louis, Missouri.

Dear Brother McNeal:

Just a word to advise you that I had the white trainmen, State Legislator and representative to call upon me a few days ago, giving me his personal advise and opinion.

He advised me that I should instruct all train porters, that they should turn in time every time that they handle a switch or pick up and set out cars; ask for trainmen rate of pay, because this was sure to come up sooner or later. He wanted to help us to collect this money and if we did not turn in time for this service he could not help us to collect it.

He further advised that the Loading both white and colored passengers through the same coach, was going to come up because there was a State law probhibt such. He further said where the train porters organization made the mistake, was waiting until the wolf caught them in the seat of his pants before they tryed to help themselves.

His point about Loading both White and Colored together, is the porter would be cut out from doing the headend work. One trainmen would load the white passengers and the rear trainmen would go back and flag. On the other hand, if the train porters claim the trainmen rate of pay for performing the duties of a brakemen, then we would be classifying ourselves as trainmen which is interpretated as a subordinate worker on a railroad train; esp: A Brakemen. Then he would refer back to the decision of the Adjustment Board ruling concerning train porters performing the duties of a trainmen or/ yardmen, because a colored man cannot become a member of the trainmen organization under their constitution.

Brother McNeal; you can rest assure that this is coming up, I cannot say just when. He further said we only could be represented safly through the 1st, Div, of the Adjustment Board, because we was in the train service and if we was represented in any of the other division, it would not mean any thing to us.

A. PHILLIP RANDOLPH
International President
217 W. 125th Street
New York City, N. Y.

MILTON P. WEBSTER
1st International Vice-President
4231 So. Michigan Ave.
Chicago, Illinois

ST. CLAIR CRUTCHER
President-General Chairman, Local No. 5
110 Oak Street,
North Little Rock, Ark.

BRAKEMEN - PORTERS LOCAL NO. 5

AFFILIATED WITH BROTHERHOOD OF
Sleeping Car Porters
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
JOEL WILLIAMS, Secretary-Treasurer
810 CHESTER STREET
LITTLE ROCK, ARK.

E. J. BRADLEY
3rd International Vice-President
11 N. Jefferson Ave.
St. Louis, Mo.

T. D. McNEAL
International [redacted] Organizer
11 N. Jefferson Ave.
St. Louis, Mo.

4/2/42

Mr. T. D. McNeal;

We might as well to prepair ourselves for a good and well planed fight with them. He also advised that he had instructed some of the trainmen to talk with some of the train porters and advise them to turn in this time, which they have been talking with some of the porters. McDonald- H. B. Hicks and N. Marks about this.

You can see just where Mr. Roll is at from what he said to me in his letter, concerning the train porters had no ruling in the agreement that requires the use of train porters on passenger trains.

I would appreciate you advising me your future plans on handling the question on the Little Rock and Jacksonville shuttle train.

Fraternally yours,

St. Clair Crutcher.

St. Clair Crutcher
General Chairman,

COPY

March 7, 1942

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City

Dear Sir and Brother:

Just a word to inform you of some of the difficulties which tend to handicap us as Train Porters daily, on the Missouri Pacific Railroad. The Company put on a train known as a shuttle train. The first day it was operated with a train porter, that day there were (five) or more cars in the train, each day there after it has been operated with three or more passenger cars and without a porter. The full crew law of the state of Arkansas says that each passenger train with three or more cars must have a train porter there on. This violation is nothing new with this company, but we contend that it can be stopped.

We have handled this case with our local officers and they contend that there is nothing for a train porter to do on said train. Yet, the state says there must be a train porter on or the full crew law is being violated.

I shall be very thankful to you for immediate action.

Fraternally yours,

Joel Williams
Secretary -Treasurer
Brakemen Porters Local No. 5
810 Chester Street
Little Rock, Ark.

March 10, 1942

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125 Street, NYC

Dear Sir and Brother:

Having had some very recent trouble arising between the train porters and the Missouri Pacific, especially on the Arkansas Division, of which I happen to be the local chairman or local representative. We have a passenger train operating between Little Rock, and Jacksonville, Arkansas, this train is known as a shuttle train, used principally to carry labors to the defense plant. The first day that this train was operated, the train crew was composed of Engineer, Fireman, Conductor, Trainman and Train Porter, but on the next day the Train porter was dismissed and a white trainman was substituted.

I have discussed this matter with the General Chairman several times, because this is not the first offense. The Full Crew Law of Arkansas states in plain language that a passenger train of three or more cars must have a train porter as a member of the crew.

Owing to these serious difficulties, I think it is very necessary that you take positive action as soon as possible.

Yours truly,

V. L. Johnson, Local Chairman
Arkansas Division
Brakemen Porters Local No. 5
2928 Chester Street
Little Rock, Arkansas

COPY

A. PHILLIP RANDOLPH
International President
217 W. 125th Street
New York City, N. Y.

MILTON P. WEBSTER
1st International Vice-President
4231 So. Michigan Ave.
Chicago, Illinois

ST. CLAIR CRUTCHER
President-General Chairman, Local No. 5
110 Oak Street,
North Little Rock, Ark.

BRAKEMEN - PORTERS LOCAL NO. 5
AFFILIATED WITH BROTHERHOOD OF
Sleeping Car Porters
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
JOEL WILLIAMS, Secretary-Treasurer
810 CHESTER STREET
LITTLE ROCK, ARK.

E. J. BRADLEY
3rd International Vice-President
11 N. Jefferson Ave.
St. Louis, Mo.

T. D. McNEAL
International Filed Organizer
11 N. Jefferson Ave.
St. Louis, Mo.

March 26, 1942.

Mr. E. J. Bradley
Zone Supervisor
Brotherhood of Sleeping Car Porters,
11 N. Jefferson Ave.
St. Louis, Missouri.

Dear Brother Bradley:

This letter Addressed to you for in the behalf of Missouri Pacific Train Porters Local No.5. I wish to call your special attention to a serious problem that has taken place on March3.

You understand, that I have prevouisly called your attention and other International officials attention, to this matter, and method of the Missouri Pacific manning head end of Passenger Trains with a Trainmen, such as troop trains. During the early part of 1940. Again I called Brother Randolph attention to this problem Nov. 27, 1941. I also gave him copies of various letters, such as copy of letter from the State Attorney Generals office, copy from war Dept, and also a copy of Arkansas State full crew Law, and a copy of the Trainmen schedule. I also discussed this problem with Brother Randolph, Dec. 29th 1941, in St. Louis, and he promised to take up this matter on his arrival in New York and advised me later on.

Brother Bradley, to clarify, the seriousness of this problem, I want to state to in detail what happen a few days ago. On March 2, 1942, the Missouri Pacific, begain to operate a new established passenger train between Little Rock and Jacksonville, Ark. The Train is compose of 10 and 12 cars, transporting passengers. On the first day of operating this train. A train porter was used. On the second day, March 3, 1942, the train porter was dismissed and a trainmen was substituted, and is continued to be used instead of a train porter. This matter has been handled in the proper proceedure by the Local Chairman and myself with the Division officials in accordance with the train porters existing agreement, rule 12(c).

I prefer that the Brotherhood would immediately handle this case further with the Chief Operating Officer "R. C. White and with the Chief executive Officer L. W. Baldwin, if necessary. Brother Bradley and McNeal. You can see for yourselves that this is a serious problem, and should and must be handled immediately. I want you to take under consideration, the meaning of these letters from the various Missouri Pacific officials.
It is always happening, that train porters are being pushed off the trains and a trainmen substituted. I want to say that if the train porters and the Brotherhood do not take some quick action in this case, they are lost without a doubt. I would advise you to handle this matter at once with the next two highest Railroad officials according to rule 12 (b).

A. PHILLIP RANDOLPH
International President
217 W. 125th Street
New York City, N. Y.

MILTON P. WEBSTER
1st International Vice-President
4231 So. Michigan Ave.
Chicago, Illinois

ST. CLAIR CRUTCHER
President-General Chairman, Local No. 5
110 Oak Street,
North Little Rock, Ark.

BRAKEMEN - PORTERS LOCAL NO. 5

AFFILIATED WITH BROTHERHOOD OF
Sleeping Car Porters
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
JOEL WILLIAMS, Secretary-Treasurer
810 CHESTER STREET
LITTLE ROCK, ARK.

E. J. BRADLEY
3rd International Vice-President
11 N. Jefferson Ave.
St. Louis, Mo.

T. D. McNEAL
International Filed Organizer
11 N. Jefferson Ave.
St. Louis, Mo.

E. J. Bradley, 3/26/43.

Brother Bradley and McNeal; My personal opinion and suggestion is that the only way to put an end to such practices by the Missouri Pacific, is to order them into Court for such violations as to State Full crew Laws. I also feel it is a violation of F. E. P. C, and is construed a violation of train porters agreement.

The Missouri Pacific, is going to continue these practices, because they do not believe that the train porters organization will take any action against them, since this has never been did. There is no milk cans and chickns creats on this train for the Porter to handle, why the Supt, says there is no porter work on this train. In other words, it is to easy for a train porter.

I hope I shall have the pleasure of hearing from you upon this matter, very soon. I remain

Fraternally yours,
St. Clair Crutcher
St. Clair Crutcher,
General Chairman.

inc, 5.

Little Rock, Ark Mch 4th, 1942

1942 MAR4 AM 10 33

V. L. johnson
Lcl Chman Tr Porters
Little Rock UD

Your msg 3rd reference failure to have porter on Jacksonville shuttle train.

The service requirements on this run are such as to demand two brakemen, and therefore no porter is required.

W. A. Catlett,
TM

Little Rock, Arkansas.
March 4, 1942.
A-2-

V. L. Johnson, Local Chairman
Train Porters
Little Rock, Ark.

With reference toy your letter of march 3, in connection with train porter on shuttle train between Little Rock and Arkansas Ordance Plant at Jacksonville:

I personally rode this train for two days and found that there was no porter work on this train. There is work for a head brakemen and a rear brakemen, was why the porter was taken off and brakemen substituted. Besides, we expect that we will be required to have both brakemen assist conductor in collecting tickets.

Therefore, your time slip dated March 3, 1942, claiming 200 miles, is returned herewith, declined.

(s) R. C. Williams
Superintendent

W-d

(COPY)

FULL CREW LAWS

(PoPe's Digest)

Sec. 11158. Passenger Trains- No railroad company or officer of Court, owning or operating any line or lines of railroad in this State, and engaged in transportation of passengers over its line or lines, shall equip any of its said passenger trains with a crew consisting of less than an engineer, a fireman, a conductor, a porter and a flagman or brakemen, except as hereinafter provided. (Act 298 of 1909, Sec. 1.)

Sec. 11159. Application- This Act shall not apply to any railroad company or officer of Court, whose line or lines are less than one hundred miles in lenth, nor to any railroad in the State regardless of the lenth of said lines where said passenger ####n trains so operated shall consist of less than three cars, it being the purpose of this Act to require all railroads in this State whose line or lines are over One-hundred miles in lenth, engaged in the hauling of a passenger train consisting of three cars or more, to equip the same with a crew consisting of not less than an engineer, a fireman, a conductor, a porter and a flagman or brakemen, but nothing in this Act shall be so construed as to prevent any railroad company or officer of Court from adding to or increasing its crew beyond the number set out in this Act. (1d. Sec.2)

(COPY)

Little Rock, Arkansas.
March 10, 1942.
A-1-13532

St. Clair Crutcher,
General Chairman, Train Porters,
110 Oak Street,
North Little Rock, Arkansas.

Your letter March 7 with reference to operating of Jacksonville shuttle train:

The character of service required of this crew makes it desirable to have two Brakemen instead of a brakemen and a porter. I know of no provision of your agreement which is being violated thereby, and I am unable to see upon what you will base the claims you propose to make.

Yours truly,

(s) W. E. Lamb

(COPY)

MISSOURI PACIFIC RAILROAD COMPANY
Saint Louis

March 20, 1942

File VE-R-403-134

St. Clair Crutcher,
General Chairman, Train Porters
110 Oak Street,
Little Rock, Ark.

Your letter March 11, with reference to the operation of shuttle train between Little Rock and Jacksonville being operated without a train porter. There is no rule in the train porters agreement that requires the use of train porters on passenger trains; however, the agreement that is in effect with the train porters organization covers the rates of pay and working conditions applicable to train porters when used in that service.

(s) H. E. Roll

St. Louis,
February 2, 1942.
A-R-

St. Clair Crutcher, General Chairman,
Brakemen-Porters Local No.5,
110 Oak Street,
North Little Rock, Arkansas.

This will acknowledge receipt of your letter January 29th, calling attention to the handling of troop trains in the State of Arkansas:

We are manning these trains under the provision of the agreement, which meet all the requirements of the law. Nothing that the train porters have ever had has been taken away from them.

Yours very truly,

(s) H. E. Roll

(COPY)

A. Philip Randolph
International President
217 West 125th Street
New York City

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
2611-13 Michigan Avenue
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. Jefferson Street
St. Louis, Missouri
Franklin 0033

Ashley L. Totten
International Secretary-Treasurer
217 West 125th Street
New York City

E. J. Bradley
3rd International Vice-President

C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland, California

Bradley

Ans. [illegible] 3/1/42

April 20, 1942

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
227½ S. Rampart Street
New Orleans, Louisiana

Dear Brother Randolph:

Enclosed is a letter received this morning from Brother St. Clair Crutcher. It clearly states his position relative to train porters being taken off of shuttle trains in the State of Arkansas.

I wrote him advising that all papers had been sent to you and you would determine what disposition to make of the case. It appears on its face to Brothers Webster McNeal and myself that it is a legal matter wherein the Missouri Pacific Railroad Company has violated a state law. It is not a matter for the Railroad Adjustment Board since there is no rule in your agreement demanding that porters be put on trains regardless of the number of cars a train may have. As stated to ~~you~~ him in my previous letter since we three have decided it is of a legal nature our President is the only one to take legal action against the carrier. Therefore there is nothing I can do and there is nothing he can do only on advice from you.

I hope your conference is successful in New Orleans and also your trip over Texas. Since you are arriving in St. Louis May 13th plans have already been made for you to stay over for our 16th annual Spring Dance May 15th at which time I know you will have a very enjoyable time.

I do not think there are more than forty (40) porters paid up on the Missouri Pacific System, if that many out of a hundred (130) and thirty. We also do not have a record of more than a dozen who have paid the tax. However, we have no record of what Joel Williams their Secretary-Treasurer have collected since they do not send us a copy. I instructed them when in Little Rock to make out a defense tax report on plain white paper that this office may have a record of same. This they have failed to do. Therefore, I would appreciate you having Brother Totten advise them to by all means send the Zone Headquarters a report of the ones who have paid and how much they have paid to date. As the matter now stand we do not know just how many on the system have paid anything on their tax.

The weather is clear and it is lovely here except a little chilly. We are hoping for lovely weather for the dance and also for your few days stop here.

With kindest regards to you, Webb and Mack.

Fraternally,

E.J. Bradley

E. J. Bradley,
3rd International Vice-President

EJB/p

encl.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
SOUTHWEST ZONE HEADQUARTERS
T. D. McNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREAS
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESI
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

May 21st, 1942.

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
4231 S. Michigan Blvd.,
Chicago, Illinois.

Dear Brother Randolph:

Enclosed is a authorization form gotten out by the outlaw group on the Missouri Pacific line which is self-explanatory. I am taking this matter up with you and asking that you issu some form of statement to them because I feel that something from you would be more effective than something coming from my office. However, if you want to draft a form letter and have me mimeograph sufficient copies and mail to each Missouri Pacific Train porter I will glad to do so.

I must offer an apology for not being able to spend more time with you while here, however you know our position. It happened to be during our pay period and Brother McNeal spent almost two days getting checks released for one of our members who had been garnisheed and could give no assistance in the collection of dues in the salons which would enable me to have devoted more time to you and Brother Webster. I hope when you are in our city again I will be able to take you on our usual ride and offer some form of entertainment in my little apartment as I hope to be all straightened out and in a position to do so by the time you are here again.

Please take care of the Train porter matter for me as soon as possible as I feel it very important. We cannot afford to lose those we now have paying dues, neither can we afford to be beat by a group of outlaws. Hoping to hear from you on this matter by return mail

Fraternally yours,

E. J. Bradley
E. J. Bradley
3rd Int'l. Vice President.

EJB/m
Encl.

Bradly

May 25, 1942

Mr. E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Thanks a lot for your letter of May 21st with enclosure of authorization cards from the Out Law group on the Missouri Pacific.

I shall write a statement of this matter and send it to you to be sent out to the membership. I think it will be timely.

Fraternally yours,

A. Philip Randolph
International President

APR:ee

Bradley

June 1, 1942

Mr. E. J. Bradley,
3rd International Vice President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed copy of letter which I will advise you to send to all the men of the Missouri Pacific Railroad, and sign my name and your name to it.

Fraternally yours,

A. Philip Randolph
International President

APR:es

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
NEW YORK CITY
MO 2-5080-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-8262
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

(COPY)

June 1, 1942

To the Train Porters of the
Missouri Pacific Railroad

Dear Sir and Brother:

It has come to my attention that a so-called Brotherhood of Trainmen, Brakemen, Porters, Switchmen, Firemen and Railway Employees, Inc., is putting out authorization cards among the train porters of the Missouri Pacific to deceive you into becoming a part of that affair.

I am sure that no train porter with common sense will have anything to do with this outfit which is sponsered by men who don't even know enough to know that no organization of workers which can fight to protect their interest and to improve their wages and working conditions is ever incorporated. The reason why trade unions have never incorporated is because it provides the opportunity to trade unions to become a sort of football of scheming politicians and greedy lawyers to play upon the well meaning but misguided workers.

Now as the result of the guidance of the Brotherhood, train porters on the Missouri Pacific have received the regular wage increase and back pay of the standard railroad unions. Had it not been for the Brotherhood, you would not have received this pay.

The only thing that this so-called Brotherhood can do is to create confusion and chaos among the train porters and serve the interest of the Missouri Pacific System, by dividing the lines of the porters. If the Missouri Pacific Railroad is not paying for this, they certainly would do so.

Of course, the Brotherhood of Sleeping Car Porters cannot make the train porters stay in it and pay dues. We can only appeal to your judgement and experience and hope that you may see the light and recognize the value of unity under the banner of the international union of the railroad industry which has demonstrated its ability to fight for the interest of the Negro railroad workers. May I say that the Brotherhood does not promise the train porters anything accept that we will fight courageously, honestly, and effectively as we can to protect their interest. If any other organization promises the train porters more, it is likely to be unreliable and undependable; but every train porter will have to use his own judgement in the matter.

I am for 100% organization of the Missouri Pacific train porters in the Brotherhood of Sleeping Car Porters.

Fraternally yours,

A. Philip Randolph
International President

APR:es

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

R. B. WHITE
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

1201

SYMBOLS
DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

June 5, 1942

Bradley

E. J. Bradley
Brotherhood of Sleeping Car Porters
11 N. Jefferson Street
St. Louis, Missouri

MEDIATOR NOONAN WILL BE AT DESOTO HOTEL, ST. LOUIS, MO., TUESDAY JUNE 9TH TO INVESTIGATE APPLICATION OF BROTHERHOOD TRAINMEN, BRAKEMEN PORTERS ETC. INVOLVING REPRESENTATION OF COLORED TRAINMEN, PASSENGER TRAIN PORTERS AND COLORED BRAKEMEN PORTERS ON MISSOURI PACIFIC RAILROAD. YOU AND MCNEAL KINDLY BE PRESENT TO REPRESENT BROTHERHOOD OF SLEEPING CAR PORTERS. LETTER FOLLOWS.

A. Philip Randolph

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

August [illegible], 19[illegible]

Mr. B. J. Bradley, 3rd International V. P.
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Bradley:

I want to suggest that you and [illegible] keep Sister Wilson, President of the Ladies Auxiliary, informed about the activities of the Convention so there will be no conflict with the activities of the Convention of the Ladies Auxiliary.

She complains that the Brotherhood Convention dance is scheduled for the same night of the reception of the Ladies Auxiliary.

I hope that you will look into this matter.

Fraternally yours,

A. Philip Randolph
International President

APR:af

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION

AFFILIATED WITH THE A. F. OF L.
SOUTHWEST ZONE HEADQUARTERS
T. D. MCNEAL, INTERNATIONAL FIELD ORGANIZER
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11 N. JEFFERSON STREET
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440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

August 27, 1942

Mr. A. Philip Randolph,
International President
217 W. 125th Street
New York City, N. Y.

Dear Brother Randolph:

Find enclosed copies of pillow sales as sent to me by a few of the Illinois Central train porters in compliance with my request at their meeting here August 13th.

I think the amount of collections for the first month the rule has been in effect justifies asking for the increase in pay recommended at the meeting. I am furnishing Brother Webster also with a copy of their pillow sales. This gives us specific data on the dates the sales were made and the number of sales made.

We are busy shaping up our convention and hope to have it in excellent shape by the time you arrive. We are receiving a few requests for Hotel accomodations and are taking care of them as they come in. We have here a joint housing and transportation committee that will take care of housing those who cannot get in Hotels and this same committee will also be at the Depot to direct delegates and out of town visitors to such homes as we have located for them. I think it will work out very favorably. The committee is seriously interested to seeing that all delegates and visitors are comfortably located.

We have only received one request from New York and that is La Roche. As you know Hotel accomodations in St. Louis as far as decency goes are pretty limited. Therefore, we would appreciate word from your office relative to how many people are coming from New York that our committee may plan to have them taken care of in homes in the event the Hotels are filled up which now seems likely.

With kindest regards.

Fraternally,

E.J. Bradley

E. J. Bradley, 3rd International
Vice-President

EJB/p

PILLOW SALES of I-C-TRAIN-PORTER, LEE [illegible].

DATE	TRAIN NUMBER	PILLOWS SOLD	AMOUNT COLLECTED
7-16-42	NO.4	18	[illegible]
[illegible]	" 1	24	[illegible]
[illegible]	" 1	30	[illegible]
[illegible]	" 1	[illegible]	[illegible]
[illegible]	" 1	[illegible]	[illegible]
[illegible]	" 1	[illegible]	[illegible]
[illegible]	" 4	7	.70.
[illegible]	" 1	44	[illegible]
[illegible]	" 4	8	.80.
[illegible]	" 1	37	[illegible]
[illegible]	" 4	8	.80.
[illegible]	" 1	45	[illegible]
[illegible]	" 1	75	[illegible]
8-1-42	" 1	47	[illegible]
[illegible]	" 4	3	.30.
[illegible]	" 1	52	5.20.
[illegible]	" 4	8	.80.
8-7-42	" 1	35	3.50.
[illegible]	" 4	8	.80.
[illegible]	" 1	63	[illegible]
		[illegible]	[illegible]

PILLOW SALES of I-C-TRAIN-PORTER J.R.WILLIAMS.

7-15-42		18	1.80.
7-16-42		24	2.40.
7-17-42		28	2.80.
[illegible]		25	2.50.
[illegible]		38	3.80.
[illegible]		28	2.80.
[illegible]		17	1.70.
[illegible]		15	1.50.
[illegible]		8	.80.
[illegible]		19	1.90.
[illegible]		25	2.50.
[illegible]		21.	2.10.
[illegible]		28	2.80.
[illegible]		19	1.90.
[illegible]		20	2.00.
[illegible]		38	3.80.
[illegible]		15	1.50.
[illegible]		32	3.20.
[illegible]		27	2.70.
[illegible]		19	1.90.
[illegible]		22	2.20.
[illegible]		23	2.30.
8-10-42		30	3.00.
8-11-42		29	2.90.
8-12-42		18	1.80.
[illegible]		19	1.90.
[illegible]		30	3.00.
		[illegible]	[illegible]

PILLOW SALES of I-C. TRAIN-PORTER G.J.Thomas.

DATE	TRAIN NUMBER	PILLOWS SOLD	AMOUNT COLLECTED
7-15-42	10	14	$1.40.
7-15-42	9	4	.40.
7-16-42	10	30	3.00.
8-8-42	10	52	5.20.
8-10-42	10	22	2.20.
8-11-42	10	23	2.30.
8-[illegible]-42	10	33	3.30.
8-[illegible]-42	10	12	1.20.
8-[illegible]-42	10	22	2.20.
8-[illegible]-42	10	26	2.60.
8-[illegible]-42	10	52	5.20.
8-[illegible]-42	10	40	4.00.
8-17-42	10	17	1.70.
8-18-42	10	26	2.60.
8-19-42	10	24	2.40.
		470.	$47.00.

Pillow Sales of I-C-TRAIN-PORTER G.W. GRAY

7-15-42	1	5	0.50
7-15-42	3	52	5.20.
7-18-42	10	1	.10.
7-19-42	9	32	3.20.
7-21-42	1	1	.10.
7-22-42	3	57	5.70.
7-23-42	10	2	.20.
7-24-42	29	3	.30.
7-27-42	1	13	1.30.
7-28-42	10	1	.10.
7-29-42	3	14	1.40.
7-31-42	9	60	6.00.
8-2-42	1	5	.50.
8-2-42	10	3	.30.
8-3-42	3	126	12.60
8-8-42	9	81	8.10.
8-12-42	9	35	3.50.
8-14-42	1	21	2.10.
		[illegible]	$[illegible].

PILLOW SALES of I-C-TRAIN-PORTER M.LEWIS.

7-15-42		1	10.
7-17-42		1	10.
8-2-42		71	7.10
8-3-42		1	10.
8-[illegible]-42		58	5.80
8-6-42		68	6.80.
		200.	$20.00.

PILLOW SALES of I-C-TRAIN-PORTER Henry Raglan

8-7-42		65	6.50.
8-10-42		67	6.70.
8-13-42		66	6.60.
8-16-42		64	6.40.
		262	$26.20

PILLOW SALES of TRAIN-PORTER W.C.RAIFORD on I.C.R.R.

DATE	TRAIN NUMBER	PILLOWS SOLD	AMOUNT COLLECTED
7-15-42	No #12	11	$1.10.
7-1[illegible]-42	" 15	27	2.70.
7-2[illegible]-42	21-28	9	.90.
7-[illegible]-42	12	18	1.80.
7-[illegible]-42	15	11	1.10.
7-[illegible]-42	12	20	2.00.
7-[illegible]-42	21	17	1.70.
7-[illegible]-42	21	7	.70.
7-[illegible]-42	12	25	2.50.
8- 1-42	21	4	.40.
8-[illegible]	15	16	1.60.
8-[illegible]	12	14	1.40.
8-[illegible]	21	20	2.00.
8-[illegible]	15	24	2.40.
8-[illegible]	12	24	2.40.
8-11-42	21	4	.40.
8-1[illegible]-42	21	14	1.40.
8-1[illegible]-42	15	20	2.00.
		[illegible]	$[illegible]

PILLOW SALES of TRAIN-PORTER JESSE VINCENT on I.C.R.R.

[illegible]	2	57	$5.70.
7-1[illegible]-42	2	50	5.00.
7-20-42	2	50	5.00
7-22-42	2	70	7.00.
7-24-42	2	62	6.20.
7-2[illegible]-42	2	66	6.60.
7-2[illegible]-42	2	57	5.70.
7-30-42	2	60	6.00.
8- 1-42	2	50	5.00.
8- 3-42	2	62	6.20.
8- 5-42	[illegible]	50	5.00.
8- 7-42	4	2	.20.
8- 8-42	2	72	7.20.
8-10-42	4	10	1.00.
8-11-42	2	63	6.30.
8-13-42	4	2	.20.
8-14-42	2	63	6.30.
8-16-42	4	00	0.00.
		846	$84.60.

PILLOW SALES of ERNEST PRICE TRAIN-PORTER I.C.R.R.

7-17-42	38	3.80.
7-20-42	16	1.60.
7-2[illegible]-42	50	5.00.
7-2[illegible]-42	33	3.30.
7-27-42	73	7.30.
7-30-42	21	2.10.
7-31-42	28	2.80.
8- 1-42	73	7.30.
8- 4-42	16	1.60.
8- 5-42	14	1.40.
8- 6-42	75	7.50.
8-10-42	20	2.00.
8-14-42	33	3.30.
8-16-42	117	11.70.
8-19-42	12	1.20.
8-20-42	11	1.10.
8-26-42	29	2.90.
	659	$65.90.

PILLOW SALES of I-C-TRAIN-PORTER SHEPARD DAVIS

DATE	TRAIN NUMBER	PILLOWS SOLD	AMOUNT COLLECTED
7-16-42		12	$1.20.
7-17-42		12	1.20.
[illegible]		13	1.30.
[illegible]		70	7.00.
[illegible]		67	6.70.
[illegible]		66	6.60.
8-20-42		1	.10.
8-21-42		82	8.20.
		325	[illegible]

PILLOW SALES of I-C-TRAIN-PORTER ROBERT DEAR.

7-17-42		12	1.20.
7-19-42		1	.10.
7-23-42		10	1.00.
		23	$2.30.

PILLOW SALES OF I-C-TRAIN-PORTER ISAAC JONES

7-17-42	#5	3	.30.
7-19-42	29	2	.20.
7-20-42	4-9	11	1.10.
7-23-42	10	3	.30.
7-23-42	3	70	7.00.
7-26-42	9	26	2.60.
7-27-42	2	2	.20.
7-28-42	1	5	.50.
7-29-42	3	64	6.40.
7-29-42	10	6	.60.
8-1- 42	9	20	2.00.
[illegible]	3	69	6.90.
[illegible]	10	4	.40.
8-7-42	9	79	7.90.
[illegible]	1	5	.50.
8-10-42	3	81	8.10.
8-10-42	10	1	.10.
8-16-42	10	2	.20.
		453.	$45.30.

PILLOW SALES of I-C-TRAIN-PORTER J.L.SMITH.

7-21-42	2	1	.10.
7-23-42	3	8	.80.
7-23-42	2	1	.10.
7-25-42	3	12	1.20.
7-27-42	2	4	.40.
7-28-42	3	2	.20.
7-28-42	2	4	.40.
7-29-42	3	1	.10.
7-30-42	3	1	.10.
8-12-42	3	7	.70.
8-13-42	3	5	.50.
8-14-42	3	11	1.10.
		57	$5.70.

Bradley

August [illegible]

Mr. E. J. Bradley, 3rd International V. P.
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Permit me to thank you for your letter of August [illegible] with enclosures of reports of [illegible] by [illegible] porters for the Illinois Central Railroad. I think you are right. The [illegible] should justify our request for the increase in pay.

We are going to have other delegates from New York in addition to [illegible], [illegible] and myself, so that you may plan to secure accommodations for us. If you can get accommodations in one hotel for all of us it will be good. If not, make such arrangements as you can. I expect [illegible] will get the same two rooms for [illegible] and myself at the [illegible].

There will be other persons coming from New York to attend the [illegible], but not as delegates so that we have no responsibility for them. [illegible] ladies that will come will be representing the Ladies Auxiliary. I know that two will come, Mrs. [illegible] and Mrs. [illegible]. There may be others, but they will no doubt get in touch with [illegible] and advise them on their coming.

Fraternally yours,

A. Philip Randolph
International President

APR:ef

Bradley

September [illegible], 1942

Mr. E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed notice from National Mediation Board concerning case of representation raised by the [illegible] Group in connection with the Missouri-Pacific train porters. This settles this question for the present.

Fraternally yours,

A. Philip Randolph
International President

APR:cf

Same sent to Milton P. Webster and T. D. McNeal

[illegible]

WESTERN UNION

1207-B

R. B. WHITE
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

CHECK

$

ACCOUNTING INFORMATION

S

TIME FILED

F

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

19 /2

To MR. W. [illegible] McNEILL, SECRETARY TREASURER, RICHMOND DIVISION

Care of or Apt. No. BROTHERHOOD OF SLEEPING CAR PORTERS

Street and No. 624 NORTH 6th STREET

Place RICHMOND, VIRGINIA

PULLMAN PORTER HENRY P. JOHNSON, ST. LOUIS DISTRICT, IN JAIL AT RICHMOND, VIRGINIA. INVESTIGATE AND DO WHATEVER YOU CAN TO OBTAIN HIS RELEASE AT ONCE, AND NOTIFY US.

THOMAS T. PATTERSON

Sender's address for reference

Sender's telephone number

WESTERN UNION

(56)

SYMBOLS
DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

...point of origin. Time of receipt is STANDARD TIME at point of destination

NBB239 17=STLOUIS MO 1 302P

1942 OCT 1 PM 5 00

A PHILIP RANDOLPH=
217 WEST 125 ST=

=PULLMAN PORTER HENRY P JOHNSON STLOUIS DISTRICT IN JAIL AT RICHMOND VIRGINIA INVESTIGATE AND NOTIFY AT ONCE=

=E J BRADLEY.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

October 8, 1948

Mr. E. J. Bradley
2nd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brother Bradley:

Enclosed please find copy of the report from the Richmond Division regarding the case of Brother Henry P. Johnson.

In light of the facts presented by Brother Grandison, I doubt seriously if there is anything we can do under present circumstances.

Fraternally yours,

Ashley L. Totten
International Secretary-Treasurer

ALT:em

COPY

Richmond, Va.
October 4, 1942

Mr. T. T. Patterson
B. S. C. P. N. Y. C.

Dear Brother Patterson,

I am in receipt of telegram dated October 1, 1942 to Brother McNeail to give all aid to Porter Henry P. Johnson of St. Louis District and obtain his release. I wish to advise on account of today being Sunday and having much to do in a short time, I could not make a ripple hardly. I have given to Brothers Monroe and McNeil information I had in my possession obtained by an inquiry from a friend. As a result Brother Monroe went to jail to see Brother Johnson and it appeared that Brother Monroe did not get all of the information I would liked to have had in such a case; which is a very serious charge. A felony, Charge is rape at point of a gun.

It is a long story, but the above will almost tell one that the Brotherhood cannot go on record in upholding such a dastardly crime as this. It seems he came to Camp Pickett some time ago and he seemingly left his car in that neighborhood came about sixty miles to Richmond secured a room at Miller's Hotel and was around here for quite some time. Met young lady went on party with friends handling plenty of money as story goes. Returns to city with party and takes young lady home. Seemingly he returns to her home and forces himself in on her committing this awful crime. Penalty here for such offense is generally serious. His case is on record for Grand Jury investigation coming up Monday, morning. I shall go down and get transcript if possible and send you. Not hardly any release. In fact they say no bail. Johnson was in Richmond, our district office had no knowledge of his presence hereabout. Can't say more now but will later.

About S.A.L. porters, Brother Alstin 506 E. Clay street asked me to say to you to send him some help in trying to keep boys together, they are becoming somewhat impatient and can't stand inactive condition He says he believes he can get more out of them if they can get some inspiration from your office. They are very anxious about contract. Pardon hurried writing. Hope you can read same.

Fraternally yours,

W. M. Granderson
503½ E. Clay Street
Richmond, Virginia

Richmond, October 6, 1942

Mr. T. T. Patterson:

Dear Sir,

Now this has been one hectic day for me. Brother Smith and I started out this A.M. to make some more investigation of case of Brother Johnson of St. Louis. On Monday I went to see the commonwealth attorney and also talked with the lawyer who prosecuted him in police court. Between the two of them who was very nice to us, we learned much about this, our brother. He is a member in good financial standing, I saw his card punched through September. Now Johnson is as I had heard a bad egg. He uses different names it seem to cover up when he is about to commit some unlawful act. His record as we were able to obtain: Pontiac, Ill. Henry Jackson 2-28-27, 1 yr. in penitentiary for petit larceny. Kansas City, Henry Taylor Johnson 10-12-30, sentenced, sentenced 10-12-30 larceny of auto 6 months. Council Bluff Henry Claude Johnson 7-14-31 to Sioux City. (No charge stated here) but as I copied. Jefferson City 7-6-33 rape, 50 years. Jefferson City May 27, 1937, burglary 1st degree 5 years. Conditional commutation 2-19-1940. Mobile, Ala. while traveling on a pass tried to influence a preachers wife to go elsewhere with him. Drunk, disorderly, using profane language fined $100 and cost or 90 days in jail. Through and by influence of Pullman agent penalty reduced to 30 days or $50 fine. Fine paid on August 16, 1942. Aug. 31, 1942, committed crime of rape and charged with having gun. After getting out of trouble at Mobile he came this way having a train to Camp Pickett the equipment is usually deadheaded to Petersburg, Va. So he leaves his car at Petersburg pays his way to Richmond. Arriving Richmond, he looks up a brother to one of our porter's here whose name is Stovall and calls him up at his home and tells him that his brother told him when in Richmond to call him and tell him to show him same courtesies. That part as I investigated was true. Now, he goes up to the home of Mr. Stovall meets his wife, and a friend of Mrs. Stovall who live in the same building by the name of Miss Florind Satterfield the victim of the accused. She did not care to go out with them Mr. and Mrs. Stovall and Johnson but it was his suggestion to go. The lady refused again the invitation. So Mrs. Stovall finally persuaded her to go and she did go. They went to two or three places and they the party was interrupted on account of Johnson's bad behavior to his victim.

She finally ran out of a place they were, taken a taxi cab home paying her own fare. Mr. Stovall himself could not overtake her to persuade her to remain. She left crying, I am told. She never had met Johnson before though he has said he met her a year ago. This was denied by Mrs. Berry and Mrs. Stovall. Miss Satterfield lives with Mrs. Berry, Mr. Monroe and myself went into see Mrs. Stovall and Mrs. Berry the young lady Miss Satterfield was not home. I suppose she was at work.

Brother Smith and myself were down to the Municipal building today saw the commonwealth attorney, also Mr. Ralph C. Bethel whose card you will find enclosed. Mr. Bethel is the lawyer Johnson has secured. He of course believes he can put him on the street. Really the man acts funny; the young lady's friends whom we talked with today says he has written Miss Satterfield a letter telling her some of his people were dead and asking her lienency for him; he sent a letter with mourning stationery. After he had committed crime in Richmond on Aug. 31, he returns here again Sept. 17, and then calls the girl up and at the same time registered at hotel under an assumed name "Eddie Larue" (Miller Hotel). He tells this story about alias; that he was supposed to have thirty six hours rest and he did not care to be disturbed. But too we must not overlook the fact that the Richmond District office did not know anything about him being in Richmond and had no check on him as he never came into Richmond in service. When he came back and made the call that is the time he was nabbed by police. This matter was reported to police the next morning after or the same morning it all happened.

I did not tell you when the lady left him and taken a taxi cab home. He went along with her firends to home where the young lady lives and pretended he wanted food and lady protested her husband going downtown to get food that hour of morning it was about then between three and four O'clock. He then says he wanted to see Florine and went to house and by barking of dog awakened family. Man went to door. He, Johnson, to him he wanted to see "Florine"; he was told she had retired so she was called and she told him too she had retired and could not see him. He is supposed to have left house. No one heard him breaking in the rear. He inquired where the girls room was and was told it was in back. He breaks in through kitchen window. Witnesses bear out fact screen was broken we saw from ladies house next door screen that was broken and had been replaced. The lady says she was awakened after Johnson was in her room his hands over her mouth and says to her this is "Red" as he only introduced himself as "Red" never would tell his name. When she resisted he says if you holler I will kill you and anyone who come in here. He had a long gun she says. I don't know whether the officers have the gun or no. However, Mr. Bethel his lawyer says he wanted one hundred dollars or a portion of same. He also said he believes bail can be arranged. As I've stated before we have nothing to risk and no one is willing to become too much interested. This is a case of an unparallel nature I believe in the annals of my thinking. I hope you can read and understand. Trusting that all further details of this case may be may be so I can relate to you, which may become available on the twentieth of this month in Hustings Court, Richmond, Va.

Yours very truly

W. M. Granderson

P.S.: You can handle direct with Mr. Bethel if you are interested.

Johnson Says three attempts have been made by representatives of the Pullman Company to secure his resignation. He says he has sent his resignation to his division of Brotherhood to use to use it as it sees fit. I believe I've told you all I know or all I can think of. It has taken almost a whole day and some more.

Bradley

October 17, 1962

Mr. E. J. Bradley
2nd International Vice President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Bro.,

Find enclosed copy of award on the Texas and Pacific train porters and copies of letters from Brother Bennett.

Fraternally yours,

A. Philip Randolph
International President

APR:mm

Bradley

October 19, 1943

Mr. B. J. Bradley
2nd International Vice President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad,

Find enclosed copy of letter which is self-explanatory.

I hope you will get in touch with Brother Williams or have him to do so, and get the facts about this case and determine what can be done about it.

There is not much information herein enclosed.

Fraternally yours,

A. Philip Randolph
International President

APR:ee

dley

INTERNATIONAL OFFICERS
A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
ASHLEY L. TOTTEN
SECRETARY-TREASURER
MILTON P. WEBSTER
FIRST VICE-PRESIDENT
BENNIE SMITH
SECOND VICE-PRESIDENT
E. J. BRADLEY
THIRD VICE-PRESIDENT
C. L. DELLUMS
FOURTH VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
AND ST. LOUIS CENTRAL TRADES AND LABOR UNION
SOUTHWEST ZONE HEADQUARTERS
314-15 PEOPLE'S FINANCE BUILDING
11 N. JEFFERSON AVENUE
ST. LOUIS, MISSOURI

FRANKLIN 8642

E. J. BRADLEY
ZONE SUPERVISOR

T. D. MCNEAL
INTERNATIONAL FIELD ORGANIZER

November-2nd-1942.

Mr.A. Philip Randolph.
International President,
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City. N.Y.

Dear Brother Randolph:

Just a few lines to inform you of a few things that 1 am asking you to support me in.Heretofore 1 have been appointing a Local Chairman and an assistant Secretary-Treasurer at Chicago for the Illinois Central Train Porters and 1 have been accused of always appointing men who did not work for the better interests of the organization,but instead,have worked to their own interests.Therefore 1 sent out a Post-Card with a blank space on it and asked the men in Chicago to write in the names of the men they wanted to collect their monies and act as an assistant to the duly elected Secretary-Treasurer T.W.Twigg.at Memphis, Tenn.

The men selected Thomas.A.Murphy as their assistant Secretary-Treasurer and A.G.Bailey as their Local Chairman.Now Sam Johnson and Ed.Honesty whom 1 have been previously appointing was left out of the picture and are quite sore at me,claiming that 1 have conducted another election without a nomination meeting.1 have not did that.1 simply left a blank space on the Post-Card asking the men to write in their choice for those two positions.The whole situation is this,Sam Johnson and Ed Honesty have been in the saddle for so long and have ran the show in their own way for so long,that they hate to be left out.Since the new men have taken their offices,we have began to get some new members who would not join while Ed.Honesty and Sam Johnson was in power.Sam Johnson is going to write you asking if 1 was within my rights to have the men write in the names of their choice for those two offices.He feels that 1 have violated our Constitution in so doing.He claims 1 declared another election when as a matter of fact,1 only asked for suggestions as to who the men really wanted.The men have made their choice and there is no use of further argueing about it.If we can begin to make progress with the new set-up as we are really doing,1 think the move was a wise one.

1 only wanted to give you the facts in the case before you got the letter from Sam Johnson.We had a fine meeting yesterday.Web,spoke to the group and they really enjoyed it.We had about 100.out.McNeal is in Kansas City today with the K-C-S.officials in behalf of their Train Porters. Everything else is going along fine.1 forwarded to you today,the matter for the Executive Board to decide about the pay raise of $50.00.per month

With kindest regards to you and Mrs Randolph,

Fraternally Yours E.J. Bradley
E.J.Bradley 3rd Vice-Presid-n-

Bradly

December 3, 1948

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I note your letter of November 2nd concerning the appointment of a local chairman and an assistant Secretary-Treasurer in Chicago for the Illinois Central train porters.

I'm in accord with your appointments.

Fraternally yours,

A. Philip Randolph
International President

APR:of

Bradley

December 5, 1942

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad,

I note your letter of November 2nd concerning the appointment of a Local Chairman and an Assistant Secretary-Treasurer in Chicago for the Illinois Central train porters.

I am in accord with your appointments.

Fraternally yours,

A. Philip Randolph
International President

APR:ef

December 30, 1942

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

We are planning to engage Pauline Meyers as Assistant National Secretary for the March On Washington Movement, full time, to work to build up the Key Conferences, and of course, create new branches of the Movement.

Now, the National March On Washington Movement hasn't got a quarter but we must pay Miss Meyers immediately, as she will begin January 2nd and therefore request you to contribute ten dollars ($10) a month toward her salary. I've gotten Totten, Pat and Mac to agree to the same thing. I'm going to call upon T. D. McNeal, Bennie Smith and Dellums and Webster. Then we shall be able to proceed with our program on a national scale in the interest of building up the Key Conferences.

Kindly let me know about this right away. What is your reaction to the Brotherhood contributing twenty-five dollars a month to help make up the pay of this worker?

Fraternally,

A. Philip Randolph
International President

APR:ef

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

R. B. WHITE
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

1201

SYMBOLS
DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

E. J. BRADLEY
BROTHERHOOD OF SLEEPING CAR PORTERS
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

KINDLY SEND LETTERS OUT IMMEDIATELY TO ALL PORTERS ON MISSOURI PACIFIC TO ATTEND CONFERENCE IN ST. LOUIS THIS SATURDAY, JUNE 15TH, 12 NOON. DISCUSS QUESTION OF NEW ELECTION AND THEIR PROBLEMS, WITH WHITE TRAINMEN'S UNION.

A. PHILIP RANDOLPH

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Bradley

January 2, 1943

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed copy of agreement sent me by Brother Richard Bennett of the Texas & Pacific. I hope you will give it your careful attention.

I advised him not to sign anything.

Fraternally yours,

A. Philip Randolph
International President

APR:es

Bradly

National Officers
A. PHILIP RANDOLPH
National President
ASHLEY L. TOTTEN
Secretary-Treasurer
MILTON P. WEBSTER
First Vice-President
BENNIE SMITH
Second Vice-President
E. J. BRADLEY
Third Vice-President
C. L. DELLUMS
Fourth Vice-President

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
Affiliated with The American Federation of Labor and
St. Louis Central Trades and Labor Union
SOUTHWEST ZONE HEADQUARTERS
314-15 People's Finance Building
11 N. Jefferson Avenue
St. Louis, Missouri

FRANKLIN 8642

E. J. BRADLEY
Zone Supervisor
T. D. McNEAL
Secretary-Treasurer

January- 4th,1943.

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York, N. Y.

Dear Brother Randolph:

l hope you will pardon my delay in answering your letter to me a few days ago relative to our International officers contributing $10.00.per month to help take care of the salary of an assistant secretary for the March on Washington Movement.

We have been seriously concerned about the upkeep of the movement here in St.Louis financially and we have taken it to the Pullman Porters to see if they will agree to give so much per month,say about 50,cent each to help keep it up.brother McNeal,Weston,Dave Grant myself and a few others are giving $5.00.not every month but we are starting off this month with our first donation of $5.00.and if we do not get many porters to give,we will have to keep it up as we are determined that the movement shall not die out here for the want of financial support.

Since the March on Washington Movement is our child,brought into being by you,we are compelled to support it.However,l do not agree that the entire burden should be placed on the shoulders of just a few men when the movement is established for the general good of all working Negro'es.l do believe however,that,if the movement was put up to the Pullman Porters and they was well informed that it was a componant part of the Brotherhood of Sleeping Car Porters,and must be kept up by the organization,there are very few of them that would refuse to support it especially at a small cost to them per month. With this thought in mind,l am wondering whether it would be sound judgement or not,if you would send out a general letter to all porters (train porters included)and the International Ladies Auxiliary,asking them for some support for the general advancement of the March on Washington Movement that it may reach its objectives unhampered.

l will state my reason why l would hate to have to give $10.00.per month to it at this time.l am paying my Loan to your office of $25.00. per month.l am paying on my Car $25.00.per month,my Furniture Bill is $13.00.per month,my Victory Tax will be about $10.00.per month, my Income Tax will be $15.00.or $20.00.per month.The above mentioned items with the general increase in living costs places me in a position where l do not have very much left after taking care of my actual expen--ces l promised you long ago that l would go along with you in all of your undertakings and l intend to keep that promise to you.l am not making any attempt to evade your request.l am only giving you justifiable reasons why l do not see how l can afford to give $10.00. per month at this time.

If we should get the $50.00.per month raise in salary it would enable me to give something but when l have to give to help keep this end of the movement going,l would be Taxed double if l had to also donate to the upkeep of the salary of the assistant secretary at New York.

l will appreciate your opinion on my suggestion relative to taking this whole matter to the rank and file of our membership rather than placing it on the shoulders of eight or ten men.We do have a fairly good amount of money in our Treasury and we do not want to spend it carelessly.However,l see no reason why so small an amount could not be taken for the salary of the Lady.The St.Louis.B.of.S.C.P.Local first gave to the movement here $50.00.later we gave $100.00.aside from what we have given personally and l think other Locals should do likewise.

Hoping for you and Mrs. Randolph a very happy and prosperous New Year,

Fraternally Yours,

E. J. Bradley

E. J. Bradley.3rd.International Vice-President.

Bradly

INTERNATIONAL OFFICERS
A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
ASHLEY L. TOTTEN
SECRETARY-TREASURER
MILTON P. WEBSTER
FIRST VICE-PRESIDENT
BENNIE SMITH
SECOND VICE-PRESIDENT
E. J. BRADLEY
THIRD VICE-PRESIDENT
C. L. DELLUMS
FOURTH VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
AND ST. LOUIS CENTRAL TRADES AND LABOR UNION
SOUTHWEST ZONE HEADQUARTERS
314-15 PEOPLE'S FINANCE BUILDING
11 N. JEFFERSON AVENUE
ST. LOUIS, MISSOURI
440

FRANKLIN 8642
E. J. BRADLEY
ZONE SUPERVISOR
T. D. McNEAL
INTERNATIONAL FIELD ORGANIZER

January-5th-1943

Mr. A. Philip Randolph. President,
Brotherhood of Sleeping Car Porters
217. West 125th Street
New York City. N. Y.

Dear Brother Randolph:

This will acknowledge your letter of January-2nd-1943 relative to requesting conferences with the Pullman Company and the various Rail-Roads for the purpose of trying to get Wage increases for those men whom we represent, employed by those Companies.

l am in accord with your idea on that score and would say, the sooner, the better. Quite a number of both, Pullman Porters and train porters have been asking us what about the much talked of pay raise and l was in no position to give them much of an answer on it. Mac and l are both glad that you plan to seek conferences for this purpose and we feel that it would be poor strategy for us to keep still about the so much talked of pay raise and did not have something to say about what we intended to do for our members relative to the raise.

We are opening up an intensive drive here to get all, or most of the men into the organization that was hired in the past year. There are between two and three hundred of them and that many men in one district out of the Brotherhood would prove a menace to the general welfare of our organization unless we can get them in with us. Therefore we are leaving no stone unturned in our effort to get all of them in.

Fraternally Yours,
E. J. Bradley
E. J. Bradley 3rd, Vice-President.

Bradly

National Officers
A. PHILIP RANDOLPH
National President
ASHLEY L. TOTTEN
Secretary-Treasurer
MILTON P. WEBSTER
First Vice-President
BENNIE SMITH
Second Vice-President
E. J. BRADLEY
Third Vice-President
C. L. DELLUMS
Fourth Vice-President

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
Affiliated with The American Federation of Labor and
St. Louis Central Trades and Labor Union
SOUTHWEST ZONE HEADQUARTERS
314-15 People's Finance Building
11 N. Jefferson Avenue
St. Louis, Missouri

FRANKLIN 8642

E. J. BRADLEY
Zone Supervisor
T. D. McNEAL
Secretary-Treasurer

January-22nd-1943

Mr. A. Philip Randolph.
International President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, N. Y.

Dear Brother Randolph:

l do not want you to think l am trying to run your business at all. in making this suggestion to you,It is being made after very careful study and also information that l have obtained from reliable sources.

Mysuggetsion is this,our organization can put all of its International officers on an expence account monthly at what ever it deems adequate and it would not be liable to any Tax.l am fully cognizant of the fact that you well know what you are doing.l thought you perhaps had not thought of this idea.

Placing all International officers on an expence account of $50.00. per month would not be questioned since many organizations allow their officers much more than that per month as an expence account.

If l am wrong,l will appreciate you so informing me.According to the Income Tax sheet that l have seen,a married man with no children now making $3.000.a year in 1942.will have to pay $324.00.which in quarterly payments would be $81.00.per quarter since there will be very few exemptions to reduce that amount.l am bringing the above method to your attention because it is non-Taxable.

Fraternally Yours,
E.J. Bradley
E.J.Bradley,3rd.Vice-President.

January 25, 1943

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad,

Permit me to thank you for your letter of January 21st with your comments and your contribution of ten-dollars ($10) toward the salary of the new Assistant National Secretary of the March On Washington Movement. I can appreciate your situation.

I'm glad to get your suggestions about other means of raising funds. I think they have merit and I will look into them.

I hope I may be able to work out the insurance question soon.

Fraternally yours,

A. Philip Randolph
International President

APR:ef

January 26, 1943

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed copy of letter from Missouri Pacific Railroad setting date for conference to discuss question of increase of wage rate for February 17, 1943 at 10:00 AM.

I have written to Brother Crutcher to be present. You and Rex will be expected to be there and I am advising Webster of the date and to plan to be present.

Find enclosed also copy of letter addressed to the Missouri Pacific Railroad concerning question of increase of pay.

Fraternally yours,

A. Philip Randolph
International President

APR:es
Enc. 2

Bradley

January 27, 1948

Mr. E. J. Bradley
3rd International Vice President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

May I advise that you have each Local Division of your zone secure rosters of the porters, attendants, maid, bus boys, train and chair car porters posted as of January 1st, 1948, and send me a copy for our records in the International Office.

Fraternally yours,

A. Philip Randolph
International President

APR:sa

Bradley

February 10, 1948

Mr. E. J. Bradley
2nd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed copy of letter from Brother William Glover which is self-explanatory.

I wish you would communicate with Brother Glover and let him know what the status of his case is. I hope that you will see to it that he gets justice in the matter. Kindly let me know what the situation is and what you plan to do about it.

Fraternally yours,

A. Philip Randolph
International President

APR:ms
En/1

Bradley

February 15, 1942

Mr. E. J. Bradley
2nd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Permit me to thank you for your letter of January 22nd concerning an expense account for the international officers.

I shall give some consideration to this matter. I had never thought of it before.

Fraternally yours,

A. Philip Randolph
International President

APR:ee

Bradley

February 15, 1948

Mr. T. J. Bradley
2nd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed copy of Memorandum of Understanding on Release Time.

I would advise that you send a copy to all the divisions in your zone.

Fraternally yours,

A. Philip Randolph
International President

APR:sa

CHECK SERVICE DESIRED OTHERWISE MESSAGE WILL BE SENT AT FULL RATE

DOMESTIC		FOREIGN	
FULL RATE		FULL RATE	
DAY LETTER		CDE RATE	
NIGHT LETTER		URGENT	
SERIAL		DEFERRED	
RESERVATION		NIGHT LETTER	
TOUR-RATE		SHIP RADIO	

Postal Telegraph

CHARGE ACCOUNT NUMBER	
CASH NO.	TOLLS.
CHECK	
TIME FILED	(STANDARD TIME)

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities Form 1

To Mr. E. J. Bradley , B.S.C.P. February 23, 1943 19

Street Address 11 North Jefferson Avenue

City St. Louis, Missouri

Kindly call conference of Missouri Pacific train porters at St. Louis, March 4 at 11 A.M. to discuss question of wage increase. Mr. Webster and I will be there.

A. Philip Randolph

Sender's Full Name (if not shown) and Address for Reference *Sender's Telephone Number*

CHECK SERVICE DESIRED OTHERWISE MESSAGE WILL BE SENT AT FULL RATE

DOMESTIC		FOREIGN	
FULL RATE		FULL RATE	
DAY LETTER		CDE RATE	
NIGHT LETTER		URGENT	
SERIAL		DEFERRED	
RESERVATION		NIGHT LETTER	
TOUR-RATE		SHIP RADIO	

Postal Telegraph

CHARGE ACCOUNT NUMBER	
CASH NO.	TOLLS
CHECK	
TIME FILED	(STANDARD TIME)

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities Form 1

To Mr. E. J. Bradley Feb 24, 1943 19

Street Address 11 North Jefferson Avenue

City St. Louis, Mo.

Had to make other arrangements. Kindly cancel tranportation for me to New York out of St. Louis. Must return to Chicago.

A. Philip Randolph

Sender's Full Name (if not shown) and Address for Reference *Sender's Telephone Number*

CABLE ADDRESS "INCULCATE, NEW YORK"

TELEPHONE WATKINS 9-2000

THE BOARD OF FOREIGN MISSIONS
OF THE PRESBYTERIAN CHURCH IN THE
UNITED STATES OF AMERICA
156 FIFTH AVENUE
NEW YORK

OFFICE OF SECRETARY

March 26, 1943

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125 Street
New York, New York

My dear Mr. Randolph:

Today I visited Princeton and had a talk with Dr. John Mackay. I learned of your recent lecture there and the magnificent contribution you made to the thought and life of the student body.

You may recall that I spoke to you at the luncheon table in Cleveland just after you addressed the Joint Session of the Federal Council of Churches of Christ in America and the Foreign Missions Conference of North America. At that time I talked to Dr. Mackay about you and I am so very glad to know that you were not only at Princeton to lecture to the students but that you will be there this summer for the Ministers' Conference. I plan to share in this conference as well and look forward to hearing you again and to having fellowship with you.

With all good wishes and warm regards and sincere hopes for success in your great and far reaching leadership, I am

Sincerely,

Charles Tudor Leber

CTL:f

Bradley

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
SOUTHWEST ZONE HEADQUARTERS
T. D. McNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

March-27th-1943.

Mr. A. Philip Randolph, President
International Brotherhood of
Sleeping Car Porters
217.West 125th, St
New York City, N.Y.

Dear Brother Randolph:

Enclosed is a copy of a letter that Townsend of the RED-CAPS has sent out to the Illinois Central Train Porters. It speaks for its self. It goes to show that they are after our members and are asking for a good fight.

This letter was given to me by A.G.Bailey Local chairman at Chicago and he told me that this letter is being generally distributed among I-C.Train Porters. I am sending it to you as I do not know what your action will be in this matter.

Fraternally Yours,
E.J. Bradley
E.J.Bradley, 3rd.Vice-President.

April 8, 1943

Mr. Charles Tudor Leber
The Board of Foreign Missions
Of the Presbyterian Church
156 Fifth Avenue
New York, N. Y.

My dear Mr. Leber:

Thanks a lot for your letter of March 26th observing my visit to Princeton Seminary. I am glad to know that my talk was favorably received.

It is my hope to share in the fellowship spirit of the Institute in July and that I may have the pleasure of seeing you there.

Sincerely yours,

A. Philip Randolph
International President

APR:hm

Bradley

April 6, 1943

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I am, indeed, sorry to hear that you are ill with Neuritis and cannot go to Memphis. I surely hope you will improve immediately. I would suggest that you take a whole lemon and squeeze the juice in hot water and drink it every morning. This is a simple remedy but it is good.

I shall be in St. Louis, May 9th, for a meeting of the March On Washington Movement.

Faternally yours,

A. Philip Randolph
International President

APR:ha

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

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11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

April 17, 1943.

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
217 W. 125th Street,
New York City, N. Y.

Dear Brother Randolph:

I hope you will pardon my delay in answering your correspondence of April 6th and 7th. I am back on the job again, however still feeling quite stiff. My doctor informed me that I did not have neuritis, instead I had lumbago and swollen muscles caused from cold.

Relative to your suggestions about organizing car cleaners, we received a supply of authorization cards from Brother McLaurin some time aog and have placed a few of these in the hands of key men in the yards at St. Louis. We are instructing all Pullman porters who go to the yards to contact car cleaners in an effort to get an authorization card signed.

I do not think this field has been invaded by any other group as yet, however it may be at any time. I shall write the divisions in the Southwestern Zone, passing your advice on to them.

Relative to a nation-wide campaign, such as outlined in your letter of April 6th, in my opinion would be very effective and prove of quite some value to the organization.

I note you plan to speak in St. Louis for the March On Washington on May 9th. We should have an opportunity at that time to go more fully into the details of this nation-wide program and map out a method of precedure. The districts named in your letter are very favorable districts in my opinion to hold these zone conferences in. We fully recognize that there are entirely too many men out of the organization, while true most of them are men who have been hired in the past year. Nevertheless they are Pullman porters and should be in the organization.

Some time ago I mentioned holding our Executive Board meeting in Chicago during the time the huge March On Washington meeting is being held there as it would enable the International Officers to attend both meetings. Since we are 100% behind the March Movement, I think we rightfully belong in this conference also as many things will be brought out at the conference that we would want to go back home and pass along to the rank and file of our members because we are urging all Pullman porters to become very active and attend the meetings of the March On Washington regularly.

With kindest regards to you and Mrs. Randolph

Fraternally yours,

E. J. Bradley
E. J. Bradley,
Zone Supervisor.

EJB/m

Bradley

April 20, 1943

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I am glad that you are up and better and that you are putting the authorization cards for Pullman Car Cleaners out among the men.

I have planned to have the International Executive Board meet May 11, 12, and 13th to discuss the regional zone conferences' plans and the Pullman Car Cleaners and other matters of interest to the Brotherhood.

I hope you continue to feel better.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

Bradley

WESTERN UNION

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

1201

SYMBOLS

DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination.

AA1247 26 NL=STLOUIS MO 26   943 JUN 26 PM 10 25

A P RANDOLPH=

CARE VINCENNES HOTEL 36 AND VINCENNES CHGO=

PLEASE WIRE AUTHORIZATION TO TOTTEN TO FORWARD 61.00 FOR EXPENSE TO ATTEND MOW CONFERENCE AS AGREED BY YOU LAST MONTH. TOTTEN WAITING FOR WORD FROM YOU=

E J BRADLEY.

61.00.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
SOUTHWEST ZONE HEADQUARTERS
T. D. MCNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

July 22nd,1943

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
4231. S. Michigan Ave
Chicago, Ill.

Dear Brother Randolph:

1 just recieved a letter from brother Totten stating that he would have to deduct from my salary on the first of each month, $40.40. as my monthly income Tax and $8.13.for Railroad Retirement Tax which in all,makes $48.53.that will be deducted from my salary each month. no doubt,an equal amount will be deducted from the salary of all of the International officers which will cut far into our earnings.

As brother Totten has taken care of the Income Tax heretofore, 1 am asking you,will he be permitted to continue taking care of it monthly from our International treasury or will we have to stand the deductions ourselves? While 1 may be the first one to bring this to your attention,1 am sure that all of us are in the same Boat,suffering from the same deductions,and seeking some form of relief. Since we have not got the pay raise of $50.00. per month, 1 feel that we should continue to have Income Tax taken care of by the International Office Treasury.If 1 am wrong,straighten me out.

Those of us who are on a $250.00.or less salary a month,have a certain standard of living to keep up and to stand a reduction of $48.53,per month will effect most of us materially.Therefore, 1 will appreciate word from you relative to what you think can be done by the International treasury on that matter.1 realize that we have to pay our Railroad Retirement Tax our selves as we are the direct beneficiaries of the Pension.

We are making nice pregress with the Car Cleaners.we have taken in with Fee paid,about 50,of them and we have a very large attendance at each meeting that we hold for them.Hoping you have a very successful meeting at Chicago,and with kindest regards,

Fraternally Yours,

E.J. Bradley

E.J.Bradley.3rd.Vice President.

Bradley

August 2, 1943

Mr. E. J. Bradley
Third International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brother Bradley:

Find enclosed copy of letter which is self-explanatory. It is accompanied with a list of signatures of a hundred or more men.

When I am in St. Louis again, I will discuss this matter with you and Mac, or when we meet in New Orleans we can look into it during the time of our regional conference.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

Bradley

August 6, 1943

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I received the transcript of hearing granted Bro. L. E. Flagg, President of the San Antonio Division and note your letter to the San Antonio Division concerning same.

Because you are in close touch with the situation and because you no doubt have given some thought to this matter I shall be guided by your decision on the question. May I say that I received the long letter from Bro. Flagg stating he was very sorry it occurred and he will never do it again.

Because of the long services of Bro. Flagg to the Brotherhood I was hoping that the San Antonio Division would extend to him some clemency.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

Bradley

August 6, 1943

Mr. E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Permit me to thank you for your letter of July 22nd concerning your income tax. May I say that the organization will not be able to take care of your income tax. We planned to handle the income tax at the time we did because we were not able to get a raise increase for the officers.

I am glad to know that progress is being made with the car cleaners. I hope you are enjoying the best of health.

Fraternally yours,

A. Philip Randolph
International President

APR:bd

1412 College Street
Chattanooga, Tennessee
August 28, 1943

Mr. Bennie Smith
Second International Vice-President
Brotherhood of Sleeping Car Porters
1308 Broadway
Detroit, Michigan

Brother Smith:

You will find enclosed a copy of the statement that Brother J. H. Mabry made to Mr. F. G. Helrigil, District Superintendent of Pullman Company, Chattanooga, Tennessee, also newspaper clippings No. L and No. 2 of his local trial.

For the past 6 or 8 months or more, regular and extra porters have been experiencing this with southern soldiers. To date he has been returned to Hardiman County for trial, realising he will not be given a fair trial in this backwooded County, which is near Memphis Tennessee.

We wonder if your office can give him some assistance in this case.

We had a talk with Mr. Helrigil. He states that his charges are assault and battery, also attempt to kill.

Brother Mabry is one of our oldest porters. He has been with the organization ever since its beginning. He has not enough finance to fight his own case. We wonder if you can assist him with it.

An early reply will be appreciated.

Fraternally yours,

Signed
M. Moore
Chattanooga Division

COPY

Bradley

September 24, 1943

Mr. E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed copy of letter which is self-explanatory. Since this case is near St. Louis, no doubt you may be able to advise this Brother and get some of our Brothers in Memphis to contact him and see what can be done.

Find enclosed also, news matter that will give you some idea of what the situation is. I hope that you and McNeal will take this up immediately, and see what can be done. Let me know what you would advise. No doubt you have some Brothers in Memphis who may be able to take some step in this Brother's behalf.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

Bradley

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

September 28th, 1943.

Mr. A. Philip Randolph
International President,
Brotherhood of Sleeping Car Porters,
217 W. 125th Street,
New York City, N. Y.

Dear Brother Randolph:

This will acknowledge your letter of September 24th with enclosure, also clippings on the J. H. Mabry case, one of our brothers of the Chattanooga, Tennessee Division.

I wired Chas. Cooper, our Secretary-Treasurer of the Memphis District, to look into the matter and advise at once what could be done. However, I note from the clippings and the letter from Brother M. Moore of the Chattanooga Division to Brother Bennie Smith they are dated August 27th, 28th, respectively which has been one month ago and I am wondering if we are taking this matter up in time to do anything about it or has it been cleared up in the past month.

No news of this case has been brought to our attention by any of the porters who operate here out of Memphis, however, since I am living at the Y. M. C. A I meet and talk with Memphis porters every day and it appears to me that had they known anything of this case some one of them would have mentioned it to me. I have asked for all information pertaining to the case and what can be done by us, if anything. So soon as I get this information I will forward to you post haste by wire or air mail special. Find enclosed copies requested to be returned to you.

Fraternally yours,

E. J. Bradley
E. J. Bradley,
3rd Int'l. Vice President.

EJB/m
Encl.

HE CHATTANOOGA TIMES: CHATTANOOGA, TENN., FRIDAY, AUGUST 27, 1943.

PULLMAN EMPLOYE SEEKS WRIT HERE

Alleged Accidental Stopping Train Involved in Case

A petition for writ of habeas corpus, involving the alleged accidental stopping of a Chattanooga-Memphis passenger train Aug. 2, 1943, filed in behalf of J. H. Mabry, a Pullman porter, is to be reviewed by Judge Frank S. Darwin at 10 a.m. today.

According to the petition, Sheriff Fred Payne has held Mabry on request of the sheriff of Hardeman County, Tennessee, as the result of an alleged altercation with Benjamin Galbraith of Memphis.

It was stated that Mabry has been a Pullman porter for many years and was charged with the duty of maintaining quiet on the sleeping cars early in the morning.

Galbraith, it was said, came through the car at about 5 a.m. Aug. 2, soon after the train left Corinth, Miss., and asked Mabry what time the train would reach Memphis. Mabry replied that the train would arrive at Memphis at 7:10 a.m.

Asked Man to Be Quiet

The petition alleged that Galbraith was "talking too loud," and Mabry, afraid that sleeping passengers would be awakened, asked him not to talk so loudly. This, it was said, appeared to anger Galbraith and he grabbed Mabry, who was seated on a stool at the end of the sleeping car.

Trying to break away, it was claimed, Mabry got one arm loose and pushed his hand over his head, accidentally striking a valve that threw on the emergency brake, stopping the train.

Mabry, the petition continued, has been advised that Galbraith, in the struggle, struck one hand on a piece of metal around a locker in the car and cut his little finger.

It was denied that Mabry tried to hit Galbraith or drew a knife, but it was admitted that he "hit him on the head a couple of times to shake him loose, but he did not want a fight."

Mabry, it was claimed, always had endeavored to be respectful to passengers and others on the trains. It was said that he went immediately to the baggage master and reported the cause of the emergency brakes being put on, and that Galbraith followed him and allegedly cursed him.

The petition averred that military police exonerated Mabry at Memphis and told him to return to his job.

7/0-1

Chattanooga Divison.

B. of S.C.P Aug 27, 1943.
by Owen L. Whitaker.

THE CHATTANOOGA TIMES, CHATTANOOGA, TENN., SATURDAY, AUGUST 28, 1943.

DARWIN DISMISSES PETITION FOR WRIT

Pullman Porter Ordered to Trial in Hardeman Court

Judge Frank Darwin yesterday dismissed a petition for writ of habeas corpus, filed by Attorney G. W. Chamlee in behalf of J. H. Mabry of Chattanooga, a Pullman porter, who was arrested here for Hardeman County authorities on a felonious assault charge.

The court ordered Mabry given in custody to Hardeman County officers, but granted Attorney Chamlee five days in which to file a motion for re-hearing of the petition.

Mabry was alleged to have assaulted Benjamin Galbraith of Memphis, a soldier, on a train bound from Chattanooga to Memphis Aug. 2. Mabry denied the alleged assault, claiming that the soldier attacked him. However, Galbraith, who was in court yesterday, exhibited a slashed place on his hand in support of his story that Mabry cut him with a knife.

Mabry claimed that he had asked the soldier not to talk in such loud tones in a sleeping car at 5 a.m. when passengers were sleeping, and that this apparently angered the soldier. In the course of a scuffle, Mabry got one arm loose and pushed his hand over his head, accidentally striking a valve that threw on the emergency brake, stopping the train, according to the petition.

No. 2

Chattanooga Division

B of S.C.P.

Aug 28, 1943.

by Owen L. Whitaker

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
SOUTHWEST ZONE HEAQUARTERS
T. D. MCNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Brad

October-5th-1943

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
C/O, Statler Hotel
Boston, Mass.

Dear Brother Randolph:

We have discussed from time to time the matter of you paying a visit to Memphis, Tenn. We have one of the best districts there that we have anywhere in the country and the men are constantly asking me, when can you get brother Randolph to come to Memphis. l feel that you do owe them a visit if for only one day or night. You have no idea how much they would appreciate it and it would add greatly to the interest of both, the men and the women of our group in Memphis.

l was thinking that we could stop off in Memphis on our way back from New Orleans for a day or two. We will pass right through Memphis on our way home from New Orleans, if we come back on the Illinois Central, and that is the Road l will get my transportation over both ways. l certainly would love for you to agree to stop off in Memphis on our way back here and l could so inform the men down there and they could arrange for a hugh meeting for Porters and their wives while we was there.

In as much as you have been in about every district in the country except Memphis, l am hoping that you will agree to pay them a visit on your way back from New Orleans. Please inform me what you think of it, or whether you can do it or not.

l am hoping that you and brother Webster will have much success at the A.F.of.L. Convention and much good will come out of the convention as a result of the fine contribution you two men will make to the convention. with kindest regards to you and Web,

Fraternally Yours,

E.J. Bradley

E.J.Bradley. 3rd.Vice-President.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

October-9th-1943

Mr. A. Philip Randolph.
International President
Brotherhood of Sleeping Car Porters
c/o,Statler Hotel.
Boston, Mass.

Dear Brother Randolph:

l am delighted to know that you will pay Memphis a visit for a few days.l also know that the men and women down there will be equally delighted when they hear that you are coming to their City for the purpose of holding meeting with them.

l have written both,the men and some of the women urging them to begin now making arrangements for the big Mass meeting and the meetings that you plan to hold for porters and their wives Monday and Tuesday afternoon,also the meeting you want to hold Monday night for the Auxilliary.There is no doubt that your visit there will prove very successful in many ways.We have quite a few Car Cleaners in Memphis and they will also profit by your coming there. The Train Porters will also be there to enjoy it.

l have suggested that they get up a program and send it here and l will mimeograph a suitable number of them for them to pass out at the Church on Sunday Nov,7th.at the Mass meeting.We are also getting our Agenda ready for the conference at New Orleans beginning October-24th.Mac,was finally granted the right to an appeal which means that he still has hopes.He does not at least have to report to Jefferson Barracks today as was intended by his local Board.

Nothingmuch is appearing in our dailey papers about the convention proceedings and we get very little news about the convention.We judge however,that things are going along in fairly good shape. Give my kindest regards to Web.Hoping both of you the best of health and all success,

Fraternally Yours,
E.J. Bradley
E.J.Bradley.3rd.VicepPresident.

P.S. Harvey Parham sends Regards
to you and Web.

Brad

October 19, 1943

Mr. E. J. Bradley,
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

May I suggest that you advise the Brotherhood officials at Memphis to hold the meetings for the porters and their wives at 1 o'clock each day. The Ladies Auxiliary may hold a meeting for themselves at night, say the first night.

Since this is our first trip there, I would suggest that we do not have a public meeting but plan one at a future date. Of course, if they made arrangements for the mass meeting it will be perfectly alright to let it go on.

Hope you are feeling well, and remember me to Brother Parham.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

AF/CE
23076

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

JB549 NL=STLOUIS MO 21

1943 OCT 21 PM 7 57

A PHILLIP RANDOLPH=
217 WEST 125 ST NYK=

=MEETING IN MEMPHIS IS WELL UNDER WAY ARRANGEMENTS HAVE ALREADY BEEN MADE FOR A MASS MEETING AT ONE OF THE LARGE CHURCHES SUNDAY NOVEMBER SEVENTH BETTER LET THEM GO AHEAD WITH PRESENT PROGRAM WOULD UPSET DISTRICT TO CANCEL MASS MEETING NOW IT MUST GO ON=

E J BRADLEY.

CLASS OF SERVICE
This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

Bradley

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

(22)

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

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CAN118 47 2 EXTRA=NV NEWYORK NY 22 526P

1943 OCT 22 PM 6 25

A PHILIP RANDOLPH=CARE BROTHERHOOD OF SLEEPING CAR PORTERS=
3456=57 SOUTH STATE ST BINGA ARCADE BLDG=

MEETING IN MEMPHIS IS WELL UNDER WAY ARRANGEMENTS HAVE ALREADY BEEN MADE FOR A MASS MEETING AT ONE OF THE LARGE CHURCHES SUNDAY NOVEMBER 7TH BETTER LET THEM GO AHEAD WITH PRESENT PROGRAM WOULD UPSET DISTRICT TO CANCEL MASS MEETING NOW IT MUST GO ON.

=E J BRADLEY HAZEL ALVES=

ALVES 7TH

COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Bradley

CLASS OF SERVICE DESIRED	
DOMESTIC	CABLE
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WESTERN UNION

1207

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

CHECK

ACCOUNTING INFORMATION

TIME FILED

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

To Mr. A. Philip Randolph October 22 19 43

Care of or Apt. No. c/o Brotherhood of Sleeping Car Porters

Street and No. 3456-58 South State Street

Place Binga Arcade Building, Chicago, Illinois

MEETING IN MEMPHIS IS WELL UNDER WAY ARRANGEMENTS HAVE ALREADY BEEN MADE FOR A MASS MEETING AT ONE OF THE LARGE CHURCHES SUNDAY NOVEMBER [illegible]th BETTER LET THEM GO AHEAD WITH PRESENT PROGRAM WOULD UPSET DISTRICT TO CANCEL MASS MEETING NOW IT MUST GO ON Signed E. J. Bradley

Hazel Alves

Sender's Name BROTHERHOOD OF SLEEPING CAR PORTERS

Address Tel. No.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
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FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Brad

November-11th-1943

Dear Brother Randolph:

Enclosed is a copy of a Memphis daily paper showing the Photo of a man who has been in the machine for three years or more and was fired without a hearing by the "Crump" machine and he has given his story of the machine to the Press. There is also an editorial in the same paper about Cordell Hull that I thought you would like to read.

I talked with Patton this morning and he said they was still talking about the "mess". Brother Flowers told me this morning that the daughter of that doctor Patterson came over to his house and said the Sheriff had called her father and told him to go to the STFU, convention and hear what Randolph had to say. She said her father told the Sheriff that he would not have anything to do with what Randolph had to say. You and I well know that, if he was told to do anything at all by that machine, he would do it. It appears that the doctor and most of the other Negro'es that was in that committee conference with the "Powers that be" now want to try to make themselves whole with the Brotherhood and are ashamed of the position we found them in. They are trying to make us believe that they did not have anything at all to do with what happened. They are trying to lay it all on our local president brother Patton. However, we do know that Patton did not notify that committee to appear in the Sheriff's office at three o'clock on Saturday afternoon Nov, 6th.

Enclosed is the Telegram that you sent to Berry Slater which is self-explanatory. I really enjoyed my sojourn in Memphis with you. With my kindest personal good wishes to you and Mrs, Randolph,

Fraternally Yours,
Brad
Brad.

A. Philip Randolph
International President

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with A. F. of L.
SOUTHWEST ZONE HEAQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. Jefferson Street
St. Louis 3, Missouri
Franklin 0033
440

Ashley L. Totten
International Secretary-Treasurer

E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland, California

Brad

November 26th, 1943.

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters,
217 W. 125th Street,
New York City, N. Y.

Dear Brother Randolph:

Enclosed is a copy of a letter sent to me from New Orleans which is self-explanatory. I am forwarding you this copy because I feel positive neither of you made no such statement to Brother Henton while he was hauling you around New Orleans in his car. This man Henton is a cooperative with Pharr, Williams and a small disgruntled group who are still beefing about the new Grievance Committee.

The meeting that we sat in on in the office that night does not amount to anything insofar as the oposition was concerned. I wrote Lester and Garran today and forwarded them both a copy of the Resolution #39 passed in the 1940 Convention at New York and Article 15 of our Constitution which makes provisions for dealing with such men and have advised that they begin at once taking action against these brothers in conformity with both the resolution and article 15 of the Constitution.

I would appreciate 1st, you writing me your view on this matter and also write Lester and Garran, denouncing such statements as have been made by Henton. Hoping to hear from you on this very important matter at your earliest convenience

Fraternally yours,

E.J. Bradley
E. J. Bradley,
Zone Supervisor.

EJB/m

Encl.

COPY

November 23, 1943

Mr. E. J. Bradley,
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Avenue
Saint Louis, Missouri

Dear Brother Bradley:

Just a word to inform you of the well being of the New Orleans division. As you know during your last visit here, we held a meeting on the night of October 26, 1943 pertaining to the petition sent to Brother Randolph in regards to the former grievance committee. In the meeting, everyone had his say, and it was agreed that we would bury the hatchet.

We are very sorry to say that it was a hypocritical gesture on the part of the former grievance committeemen. They stand behind a smoke screen and push Brother A.Simon to come into our meetings highly intoxicated to destroy the peace and harmony of said meetings. Brother Simon has always been a bad actor even in the days of Campbell. He is the one who hit Brother Campbell with a bottle in the presence of Brother McNeal. It seems that the same influence is being developed now.

The former grievance committeemen have failed to live up to their promises. One or two of them should be present at our regular business meetings but fail to come each time. They are spreading false rumors against the local and zone officials. In our regular business meeting held November 19, 1943, it is a known fact that Brother Simon came into the meeting to raise the issue of the former grievance committee; and in so doing, he recited nearly everything said in the meeting on the night of October 26, 1943.

It appears that there had been a meeting to discuss the meeting of October 26th, and plans were made for Simon to come to meeting ro raise a fuss. Simon stated that Brother Randolph and Brother Webster had told him and Brother Henton that the men can have the former grievance committee back whenever they want. He further said to the men that Brother Randolph said that they could have the old committee to represent them if they wanted because the present committee was new and inexperienced.

We cannot believe that Brother Randolph has told Brothers Simon and Henton this, but he has confused some of the new members Brother Henton was also present in the meeting and substantiated everything Simon said. We feel that drastic actions should be taken about Brother Simon's coming to meetings intoxicated and causing so much confusion.

Many of the young porters have said that they will never come to a meeting when Simon is in town. It is our opinion that Simon is an agent along with Brother Henton for the former committee to keep up disension. We regret that such a thing should happen in our local as weldras we are doing. Therefore, we ask you to advise Brother Randolph of this matter and to please take some actions which will donvince some of our members.

With kindest regards, we are

Fraternally yours,

/s/ G. C. Garran
G. C. Garran, President

/s/ C. M. Lester
C. M. Lester, Secretary-Treasurer

COPY

/l

Bradley

November 29, 1943

Mr. E. J. Bradley
Third International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I saw the story the Crump machine gave to the press. I was glad to get the paper you sent me. Well, at any rate, we spoke in Memphis despite Crump, and we will continue to bring pressure to bear on that rotten system.

Has the bill of $10.78 for phone calls by Benjamin F. Bell concerning the denial of free speech to me in Memphis, been paid? If not, let me know.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

AP:GR
23076

Brad

December 1, 1948

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Permit me to thank you for your letter of November 28th with enclosure from Brothers' Garren and Lester of the New Orleans division.

May I say that I never told Brother Simms or Brother Benton that the men could have the former Grievance Committee back whenever they wanted it. The Grievance Committee is appointed by the Zone Supervisor and, therefore, it is left to his discretion as to who shall compose the Grievance Committee, in as much as it must function under his supervision.

I am sorry to know that there is new trouble in the New Orleans division, but I don't think the trouble will amount to much. I consider that the conference we had with the former Grievance Committee and Brothers Garren and Lester was fruitful and constructive, and I hope that this controversy will be dropped for the good of the local.

I shall write Brothers Garren and Lester immediately, and you will find enclosed a copy of same.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

AP:CH
23076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
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BROTHERHOOD of SLEEPING CAR PORTERS

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ASHLEY L. TOTTEN
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3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

December 4, 1943

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, New York

Dear Brother Randolph:

I have been informed by Brother Chas. Stain of the San Antonio Division that Nealon L. Flaggs is working among the Mexico Pullman Porters for the purpose of organizing them. Flagg has arranged a meeting with them at Loredo, Texas for December 12th and in a letter to them a copy of which I just read he agrees to meet them in Loredo for the purpose of organizing them into the Brotherhood on December 12th if they forward him transportation from San Antonio to Loredo.

I know nothing about this arragnement by Flagg in San Antonio since he has been suspended from the organization by you. I fail to understand what authority he has to be organizing Pullman Porters in Mexico. If you have issued such orders to Nealon Flaggs I would appreciate a copy of same and if you have not issued such an order I would appreciate you writing Pullman Porter Chas. Perez, 1301 Willow Street, Loredo, Texas to that effect.

We are aware that the Mexican Porters have wanted the Brotherhood of Sleeping Car Porters to take them over for quite sometime. I have forwarded your office some correspondence on this matter. However, I have never nor Brother McNeal written them concerning this matter as we had left that entirely up to you. I would appreciate information on this matter if you have any at your convenience.

Fraternally yours,

E. J. Bradley

E. J. Bradley,
3rd Int'l Vice-President

EJB/p

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

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11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

December-6th-1943

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th, Street
New York City,27 N. Y.

Dear Brother Randolph:

l am herein bringing to your attention a matter that is causing quite some confusion,especially in San Antonio, Texas. l have a letter from brother J. B. Caviness stating that he has recieved a letter from brother Totten.to the effect that he should not show a Car Cleaner as paying dues for the current month in which he joins.Instead,he should not issue a dues Book nor Stamp until the Car Cleaner has paid a months dues the following month after he or she has joined.

This was not our instructions from you.l do agree that they should not be compelled to pay seven ($7.00)dollars before they are entitled to a dues book or stamp.However,that is what brother Totten has told brother Caviness.l think we would upset the whole structure if we followed the reasoning of brother Totten in the matter of handling the Car Cleaners. l feel that we should issue them their dues book upon the payment of $5.00. and on the first of the following month,collect $2.00.from them as dues.It does not hurt us one bit to issue a Dues Book and place a Stamp in it at the time they join which would cover the month in which they join.

Since we was at first instructed to handle the matter along the lines l mention,l think we should continue to handle it in that manner. If you feel otherwise,please so advise me.Personally l am opposed to the method outlined by brother Totten,as l know it will cause confusion,and will create discord among the Car Cleaners as some of them are already saying that it was not that way when they joined.Hoping to hear from you on this very important matter at once,and kindly thanking you for your letter on the New Orleans situation,

Fraternally Yours,
E. J. Bradley
E.J.Bradley.3rd.Vice-President.

Bradley

December 10, 1948

Mr. E. J. Bradley
Third International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I got your letter of December 6th concerning the joining fee and dues for the car cleaners. Now, I thought I advised you and the Brothers that the joining fee would be five dollars, but that is not to include one months dues, and the dues would begin the month following the month the man joined in. For example, if a man pays five dollars in November, his dues would begin in December. I think this would be satisfactory to the car cleaners, because it does not increase their expenditure, because if the dues were included in the five dollars for the current month, it would be seven dollars just the same, so that there would be no difference in the amount involved.

Your plan that the two dollars be included in the five dollars for the current months dues is a good one, but the whole five dollars should be sent in, and there should be no allocation on the five dollars. Suppose we now arrange it as follows:

The joining fee should be five dollars and the current months dues of two dollars is included therein, but there would be no allocation of this five dollars. The full amount is to be sent in to the Secretary-Treasurer. I hope this makes it clear.

Fraternally yours,

A. Philip Randolph
International President

APR:BB

Bradley

December 10, 1943

Mr. E. J. Bradley
Third International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brady:

I note your letter of December 6th concerning Brother Benlon L. Flaggs plan to organize Mexican Pullman porters into the Brotherhood, and that money is being sent him to make a trip to Laredo, Texas for that purpose. May I say that I have not authorized Brother Flaggs to organize the Mexican porters, and I am surprised that he is planning such a trip. I will write him not to organize these porters into the Brotherhood. While in Texas, Brother Webster and myself discussed the question of the Mexican porters with Brother Flaggs, and told him that we plan to meet with a committee of Mexican porters sometime later on, but he was not told to do any organizing. Of course, we do not plan to discuss this question without you, because you are the supervisor of the Zone and naturally would have control over the organizing campaign. I had planned to write you about this, but it escaped me.

Sometime ago Brother Flaggs told me of the interest of the Mexican porters in coming into the Brotherhood, and some of them wrote me, and I told them that we would do nothing about this until we met a committee of them in conference. When we plan to do this, I will inform you, so that you may accompany Brother Webster and myself to talk with the Mexican porters' committee. So this is what it is all about.

Find enclosed copy of letter addressed to Brother Flaggs. Now, I have not written Pullman porter Perez, as you suggested, because I think it is unnecessary, in as much as, I am advising Brother Flaggs not to proceed with the plans he had set upon.

Fraternally yours,

A. Philip Randolph
International President

APR:RB
Enc.

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

Bradley

WESTERN UNION

1359 DUPLICATE OF TELEPHONED TELEGRAM (371)

1201

SYMBOLS

DL=Day Letter

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Ship Radiogram

A. N. WILLIAMS, PRESIDENT — NEWCOMB CARLTON, CHAIRMAN OF THE BOARD — J. C. WILLEVER, FIRST VICE-PRESIDENT

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AU77 16=ST LOUIS MO 24 1017A

1943 DEC 24 AM 11 48

A PHILLIP RANDOLPH=

217 WEST 125 ST NY=

APPROVED YOUR PLAN FOR DECEMBER 30TH IN EVENT STRIKE IS CALLED WILL COOPERATE IN EVERY WAY=

E J BRADLEY.

MON 2-5080

TO A B Lacey TIME 1:44

OPR 317 TO BE mailed

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

WESTERN UNION

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APPROVED YOUR PLAN FOR DECEMBER 30TH IN EVENT STRIKE IS CALLED WILL COOPERATE IN EVERY WAY E J BRADLEY=

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30TH. ALVES=

Bradley

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WESTERN UNION

1207

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

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$	ACCOUNTING INFORMATION
F	TIME FILED

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

Dec. 27 1943

To Mr. A. Philip Randolph

Care of or Apt. No. c/o Mr. E. Haskins

Street and No. [illegible] Mass Avenue

Place Boston, Mass.

WANT A REPLY?
"Answer by WESTERN UNION" or similar phrases may be included without charge.

APPROVED YOUR PLAN FOR DECEMBER 30th [illegible] EVENT STRIKE IS CALLED WILL COOPERATE IN EVERY WAY E J BRADLEY

Hazel Alves

Sender's Name BROTHERHOOD OF SLEEPING CAR PORTERS

Address

Tel. No.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
SOUTHWEST ZONE HEAQUARTERS
T. D. MCNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
FRANKLIN 0033
[redacted]440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREAS

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESID
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESID
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

January-3rd-1944.

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217. West 125th, Street,
New York City, 27 N.Y.

Dear Brother Randolph:

This is to advise that 1 have complied with your instructions relative to sending out a strong letter with the Bulletins on both,th Car Cleaners and also on the Tax.Due to the importance of the Tax,1 s out to each district in my Zone enough copies of your Bulletin to ena every porter who is a member or paying on his fee to have a copy of t Tax Bulletin.We made up over 1.500.copies of each Bulletin and suppli each district with an ample supply with instructions to send here for more copies if more was needed.

1 think the drive for the Tax is well under way in my Zone in so far getting the Bulletins into their hands with instructions to push the drive for the Tax just as soon as the Back-Time is paid.The Car Clean are also going to be continually contacted by our members in an effor to enroll them into the Brotherhood.

1 hope you and Mrs.Randolph had a very enjoyable Xmas season and 1 am wishing for both of you,a very successful new year.Many thanks for you lovely Xmas Card.

Our good friend Mr.Bell.of Memphis,Tenn. was very badly beate up by a Street Car Moterman a few nights ago.The Car was quite crowde with only one white woman on the Car and the moterman and Bell got int an argument because the moterman did not stop and let Bell off where h wanted to get off and had rang the bell for the Car to stop.Bell caugh the arm of the moterman as he was beating Bell over the head with a Bl Jack.Bell held his arm and asked some of the Negro passengers to take Black-Jack and Pistol away from the moterman but not a single Negro wo move out of his or her seat and Bell finally threw him far enough away from him to get loose and jump off the Car and run for his life.The Mo man also got off the Car with his Pistol in hand and went looking for Bell to kill him but Bell hid in some Hedges just above the LeMoyne Sc and the moterman could not find him,and then went back to his Car and went on over his route just as though nothing had happened at all.You hear more about it from Bell or some other source.1 got it from brother Patton this morning at the Y.M.C.A.

With my kindest good wishes to you and Mrs.Randolph,

Fraternally Yours, E.J. Bradley
E.J.Bradley.3rd.Vice-President.

Bradley

January 6, 1944

Mr. E. J. Bradley
Third International Vice- President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brud:

Permit me to thank you for your letter of January 3rd, 1944 advising me that you have sent out the Executive Order on the Tax, and the Bulletin on the car placement to all of your Locals in your zone. I am glad to know this. I am sure that it will be effective.

I am indeed sorry to hear of the difficulty Brother Bell met with. It just shows that Memphis is a city of savagery so far as Negroes are concerned. I hope this will help to awaken the Negro, and will cause him to take some action for his own protection. This attack on Brother Bell is outrageous.

Fraternally yours,

A. Philip Randolph
International President

APR:EE

[illegible]
[illegible]

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

January-11th-1944

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City,27 N.Y.

Dear Brother Randolph:

This will acknowledge your letter to brother McNeal relativ to the effect the new Tax will have on new members.l understand that new members are now to pay $37.00.to join.However,there are a few complications such as,a man is part paid and has been paying on his fee for several months,and is just about finished paying the $15.00. If l understand it correctly,that man would still owe $22.00.Tax

We have here in St.Louis and l suppose in many other districts,men who have just began paying on their fee.Some have paid $10.00.and s have paid more or less on their fee and are now asking if they will be required to pay both Tax.l am telling they YES. That is my understanding about the whole matter of the Tax.

l realize that if a man has paid his Defence Tax of 1941,and has go far behind in his dues and re-instates,he would not owe the 1941,Ta that has been covered in your letter to brother McNeal.l will appre your advice on this matter as there are some questions being asked that l do not feel justified in answering myself.L want to know tha l am right and then l can go ahead.

Fraternally Yours,
E.J. Bradley
E.J.Bradley.3rd.Vice-President.

Bradley

January 17, 1944

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

A porter who paid his Defense Tax of 1943 and has gotten behind in dues and reinstated, would not owe his Defense Tax of 1943, but he would be required to pay the Defense Tax of 1944.

Keep up the good work.

Fraternally yours,

A. Philip Randolph
International President

APR:BB

Dictated but not read

cf/cc
33076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
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ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

March-6th-1944

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27, N.Y.

Dear Brother Randolph:

When we was in Chicago, you promised to take up with the Pullman Company the matter of whether we could take in all employees in the Yards as Car Cleaners or whether we could only take in those who are carried on the Roster as Car Cleaners, and not those who are carried on the roster as Mechanics, helpers and apprentices.

We have quite a number of both here and l would like some informati on this just as soon as you could possibly get it to me. We do have some men here who are Mechanic helpers and also some apprentices and they are asking us if they can join up with us and we do not have an answer for them on this matter.

If you have talked with Mr. Carry or Mr. Larry. on this matter please l me know what the decicion is so l can act accordingly. Kindly thankin you for your prompt reply to this very important matter,

Fraternally Yours,
E.J. Bradley
E.J. Bradkey. 3rd. Vice-President.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

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11 N. JEFFERSON STREET
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FRANKLIN 0033
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

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3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Bradley

March-7th-1944

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217. West 125th, Street,
New York City, 27 N.Y.

Dear Brother Randolph:

l am herein enclosing a letter that l recieved from Tom Talley one of the Missouri Pacific Train Porters down at 814.Drenen,St. Van Buren, Arkansas.This letter is just one of many complaints we recieve from those men and l am completely disgusted with the whole outfit.

The letter that you sent me a copy of from the Mediation Board in answer to a letter that Crutcher wrote the Board was an insult to us. It shows very clearly that most of them doubt us and will not accept our word on anything.Instead,their president has to write the Board to see if we was lieing to them.l have just about enough of it.l am right here in the middle of it all and l get much more of it than you get in your office.There is constantly some one coming in here asking what is the reason they cannot hear anything about their case that we was SUPPOSED to have filed with the Mediation Board.In most sections, most of the local chairmen are not in agreement with the Tax.

As l see it "Chief",we have got to either deal with them in our own way or drop them from our organization.We cannot afford to let them keep up this constant criticism against the Brotherhood.We get it here almost every day.They even have the nerve to tell me that we have not done a single thing for them that would not have been done by the Government. l know you will not agree to drop them from our organization.However, we are entirely too large an organization to be continually pushed around by a handful of train porters.

l might advise,and l think it timely that you write Crutcher a strong letter letting him know that we do not appreciate his letter to the Mediation Board.It shows that we are not trusted by Crutcher nor his men. l would advise Crutcher to inform all of his local chairmen that the burden rests upon them to see that every train porter pays all of the Tax imposed by our organization.That may stop a few of them from sowing seeds of discord among their men in their respective Divisions.

l had to go to Little Rock last Thursday and stayed there three days. l held meetings for both Pullman Porters and Car Cleaners and handled a case for one of our brothers who had a hearing last Saturday morning. This brother was charged with violating a safety rule by opening a vestibule door while the train was in motion. After he opened the door, he fell off the train but was not seriously injured.

Gray insisted that me or McNeal come down to assist him in the hearing. so l went down there to take care of the hearing and l thought while l had to be down there, l would arrange to hold some meetings. We had a very small attendence at both, the porters meetings and the Car Cleaners meeting. l got on Gray about several things that he had to be told about. He promised me that we would never have any more trouble out of him for his failure to follow the general rules and policies of the Brotherhood. He said he was going to push the Tax for all he is worth and will also begin to hold meetings. He has Desk Space in a Printing office in Little Rock right on one of the main streets and the men are coming to his little office and paying their dues. l think l got things straightened out pretty well in Little Rock and l do not believe we will have any more trouble out of Gray.

l wrote Brother Totten today and asked him to re-imburse this local for that trip as l taken funds from this local to make the trip.

Hoping everything goes well with you and Mrs. Randolph,

Fraternally Yours,

E.J. Bradley

E.J.Bradley, President (3rd)Vice.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Bradley

March- 10th-1944

Mr. A. Philip Randolph,President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27 N.Y.

Dear Brother Randolph:

Enclosed are some news paper clippings from Memphis, Tenn. I thought it best that you know something about what they was saying down there about you.Especially Love, Loring,president of the Central Trades Council at Memphis.

With the feeling of both,the president of the City Central Trades Council and the president of the State Federation of Labor,I would not consider going to Memphis at all,since we are now just about assured that we would not be given any protection at all while there.We would simply be at the mercy of those "Crackers" who would have every advantage of us and would not overlook the oppertunity to take advantage of us if once we was in their City.

This letter is not being written you because I am afraid.Instead, it is being written because we have too much territory that we can go in and be recieved by the City as a whole,to endanger the life of a single man,or have our president subjected to all sorts of humiliation by the "Crump machine" They would love to run big headlines of how you was treated down there,and we must not overlook the fact that they have a large number of Negro'es down there who will do whatever those white people tell them to do.My main point is this.If the State presiden and the Central Trades president are ignoring the reccommendation of president Wm Green,I would also refuse to go down there.They run the show down there and the A.F.of.L.in the State of Tennesee is in the "Crump" machine so I am told. Both daily white papers are carrying news of your coming down there and if you notice,they all are opposed to you speaking down there.

I will be glad to hear from you on this matter,

Fraternally Yours,
E.J. Bradley
E.J.Bradley.3rd.Vice-President

A. Philip Randolph
International President

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with A. F. of L.
SOUTHWEST ZONE HEAQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. Jefferson Street
St. Louis 3, Missouri
Franklin 0033
[illegible]440

Ashley L. Totten
International Secretary-Treasurer

E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland, California

March-24th-1944.

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27 N. Y.

Dear Brother Randolph:

A matter has been brought to my attention especially by the Fort-Worth division, that there are quite a number of men who have been hired recently and their wives want to join the Ladies Auziliary, but because the porter is not a member, his wife cannot join up with the ladies. l wrote sister Wilson today on this matter and l believe, if the Rule was recinded for about 60, days, and those women was permitted to join the Auxiliary, they could do a lot in influencing their husbands to join the Brotherhood. l will appreciate your viewpoint on this matter.

l wish to also call to your attention that we have secured the signatures of about 97,%. of the Car Cleaners in the St. Louis District and we have nearly 100. members paying dues here. l am wondering if you still plan on writing the management about April-1st-1944, for a conference for Car Cleaners? l believe we now have a goodly number of Authorization cards signed by the Car Cleaners which would justify us in asking for a conference for them. Please let me know what your plans are relative to the Car Cleaners conference.

Our drive here for new men is progressing nicely. We are taking them in regularly and in fairly good numbers. Miller. is constantly on the job and he is doing a very good job on both, the new porters and the Car Cleaners. It seems like most of the older members have taken on new courage and are now working on the non-union men whenever, and wherever they meet them. l am greatly encouraged at the splendid work being done in my Zone by our various organizing committees.

l spent three days in Little Rock and held two meetings for porters and one for Car Cleaners and l think l have Gray well straightened out and l do at least, have his word that he is going to do everything he can to build up both, the porters and Car Cleaners. He is also going to push the Job-Security-Tax. l think that things as a whole, are on the upgrade in the organization. Hoping you the best of health,

Fraternally Yours,
E. J. Bradley
E. J. Bradley 3rd. Vice-President.

Bradley

April 11, 1946

Mr. E. J. Bradley, Third Int'l. Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

We are pushing our program to organize the car cleaners with all our might, so that we may be ready for an election to determine representation in the near future. It is not wise to move before we are sure, and now we have a majority of the car cleaners signed on authorization cards.

Relative to the wives of the porters joining the Ladies Auxiliary before their husbands are members of the Brotherhood, may I say that this is not possible because of the Constitution. It provides that only the wives of the porters who are members of the Brotherhood shall be members of the Auxiliary. It would not help matters to change this. It would make matters worse.

I am glad to know that things are moving forward encouragingly in your zone, and that Brother Gray in Little Rock is straightened out and is going along alright now.

I think the Memphis meeting was epoch making and will have great results for the South.

Fraternally yours,

A. Philip Randolph
International President

APR:BR

[illegible]
[illegible]

CLASS OF SERVICE DESIRED			
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TELEGRAM	X	ORDINARY	
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Patrons should check class of service desired; otherwise the message will be transmitted as a telegram or ordinary cablegram.

Bradley

WESTERN UNION

1207

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

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Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

April 12, 1944

WANT A REPLY?
"Answer by WESTERN UNION" or similar phrases may be included without charge.

To Mr. E. J. Bradley

Care of or Apt. No. 11 North Jefferson Street

Street and No. St. Louis, Missouri

Place

KINDLY ADVISE WHAT YOU THINK ABOUT MY RUNNING FOR CONGRESS FOR NEW YORK. I AM BEING URGED BY THE CITIZENS TO RUN IF ELECTED I WOULD NOT RELINQUISH MY DUTIES IN THE BROTHERHOOD I UNDERSTAND FROM TALKING TO VARIOUS PEOPLE WHO ARE FAMILIAR WITH THE WORK OF CONGRESS THAT IT WILL NOT REQUIRE ME TO GIVE UP MY RESPONSIBILITIES AND DUTIES IN THE BROTHERHOOD AND THAT IT WILL HELP OUR MOVEMENT

A. PHILIP RANDOLPH

Sender's Name BROTHERHOOD OF SLEEPING CAR PORTERS

Address

Tel. No.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
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BROTHERHOOD
of
SLEEPING CAR PORTERS

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ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

April-13th-1944.

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27. N. Y.

Dear Brother Randolph:

l wish to call your attention to a matter that has been brought up here relative to the pay of those men who was taken off the Road to organize Car Cleaners in the New York area.We hear that they was being paid $200.00.per month for that work and C.D.Miller wants to know why he is not also on the same wage rate per month. If they was recieving $200.00.per month as we have heard,l think Miller is entitled to the same rate of pay.He is doing a very good job here in both,organizing Car Cleaners and also organizing the unorganized Pullman Porters. l will appreciate word from you on this matter.

l have collected quite a number of clippings from the Memphis Commercial Appeal(dailey white paper) about what you said about "Boss" Crump and his click.l had planned to send them to you but brother Mc Neal wanted to keep them for his Scrap Book for the M.O.W. However, if you want them,l will send them to you.One item was signed by three or four of the Baptist Ministers in Memphis. It was a rediculous article and we know it does not speak the minds nor opinions of the majority of the Negro people in Memphis.

Relative to you running for Congress,l think it will be a great help to the Brotherhood to have one of our group in the house of Congress Mr.McLamore is running for Congress on the Democratic Ticket and he stands a good chance of being elected,If he is elected,and with the two of you there and both representatives of the M.O.W.You two could bring about some wonderful changes for the Negro in America as l see it. l still think a conference should be sought with the Pullman Company for the Car Cleaners.It will take a month to hear from them,which would give us another month to keep organizing them and l feel quite certain that we would carry an election by the Mediation Board by a large majority

With kindest regards to you and Mrs Randolph,

Fraternally Yours,
E.J. Bradley
E.J.Bradley.3rd.Vice-President

CLASS OF SERVICE
This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

2299

(491)

DUPLICATE OF TELEPHONED

SYMBOLS
DL=Day Letter
[illegible]
LC=Deferred Cable
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AC87

[illegible] AM 11 59

LR40 12=STLOUIS MO 13 1034A

A PHILIP RANDOLPH=E
BROTHERHOOD OF SLEEPING CAR PORTERS 217 WEST 125 ST
NYK =

I SEE NOTHING WRONG WITH YOU RUNNING FOR CONGRESS I APPROVE IT=

E J BRADLEY.

MON-2-5080

No. To NO (AP)
By 199 [illegible] To [illegible]

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Bradley

April 18, 1944

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

In reply to your letter of March 6th may I say that the Provisional Committee to Organize Pullman Car Cleaners will take in all the car cleaners on yard forces so that we take in everybody in the Pullman Yards.

Fraternally yours,

A. Philip Randolph
International President

APR:bm

af:100
23076

Bradley

April 19, 1944

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

In reply to your letter of April 15th concerning the pay of workers to organize the car cleaners, may I say that no one is receiving $800 per month for that work. I don't know how this rumor got abroad.

I have perhaps the same clippings on the Memphis affair that you have, so you may let McNeal use them for the MOWM scrapbook.

I think that we might plan to have conferences of the train porters of the Missouri Pacific in St. Louis on my return from the Coast. I will write you further about this.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

af:cc
25076

Bradley

April 18, 1944

Mr. E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Will you ask Brother Patton who runs to St. Louis, to get my office robe from the place we were stopping and bring it to St. Louis, and then you can send it to Chicago to the Brotherhood headquarters.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

af/ee
28070

[illegible] PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
SOUTHWEST ZONE HEAQUARTERS
T. D. McNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

April-24th-1944

Mr. A. Philip Randolph Int'nl President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27 N.Y.

Dear Brother Randolph;

l am today sending out Hand-Dodgers to all of the Yards inviting all employ'ees of the Pullman Company to attend our meeting at the Pine Street, Y.M.C.A. next Thursday night when brother Webster will speak.They have their regular Monthly meeting on the first and third Mond of each Month and l would like to have something encouraging to tell them l am still of the opinion that if you would write the management for a conference,that alone would be inspiring to them.The Company would take almost a month to answer your letter which would give us another month to continue our drive on them,and if we did have to have an election by the Mediation Board,it would no doubt be late June,July or perhaps August before the Mediation Board could get to us for the election.

l thank you for the copy of your Memphis Speech.The daily news papers in Memphis are still having something to say about the meeting.l recieved a clipping today from there showing that they did inspect Rev,Long's Chur but the Commissioner claims it is just a part of their routine inspecting all churches in the City.

l had another Xray made of my throat and there is nothing wrong with only l catch a Cold so easily.l must keep out of Drafts,take a Tonic and stop work and take a rest when l do not feel well.l have a weak condition in my throat that causes me to catch a cold if the temperature changes as much as 15,degrees.My Doctor claims if l can put on about 15,more pounds weight,it will increase my resistance power and l will be able to ward of colds.l am feeling fine now,although l am still coughing a little at time l have sent word to the Nesbitts to send your House Coat here and when it comes in,l will send it on to our office at Chicago as per your request.

l have notified all Secretary-Treasurers to be ready to get off when the Back-Time is being paid so they can collect our Tax.l informed them that would wire them just when to get off.We are prepared to handle it here. With kindest regards to you and Mrs.Randolph,

Fraternally Yours,
Brad
Brad.

Brad

April 28, 1944

Mr. E. J. Bradley
Third International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear E. J.:

In view of the fact that Boss Crump has had the fire department of Memphis to declare the First Baptist Church in which we spoke, under the pastorate of Rev. G. A. Long, a fire hazard, and that it will cost some $8000.00 or more in order to make the necessary repairs, I have written Brother Patton and Sister Patton the enclosed letters that are self-explanatory. I think that the Brotherhood should make itself responsible for raising this $8000.00 for the expense of repairs. Now, Brother William Green assured me that the A.F. of L. would cooperate in helping to meet the expenses for the repairs if the church was proclaimed a fire hazard. I intend to write him about it, but I think that Negroes themselves should be the ones to bear the true burden, and especially the Brotherhood. I think the Brotherhood should be responsible for $1000 of the $8000. Our locals could make contributions to raise this amount.

Some white people here in New York have indicated their desire to help raise money for this purpose. They will do so immediately, but I hate to beg white people for money to pay for a fight of this sort where it is obviously for the benefit of the Negro and the result of the fact that the Brotherhood meeting was called off. I know you feel the same way as I do about this. Kindly let me know your reactions.

I think that the action taken by the Crump group is so low, petty and mean that it will serve to break Crump's power, destroy his influence and make him an object of general ridicule. Brother Dennis Smith remarked to me in Montreal that it is the best thing that could have happened, because it focuses attention on the despotic rule and racial hatred of the Crump machine, and will attempt to awaken the Negro to a sense of his responsibility and the necessity for courage to fight these conditions. It will also demonstrate to the Negro that he has the power to bring about necessary, constructive and progressive changes and that it is necessary for him to have courage.

A copy of Rev. Long's letter is enclosed which indicates his fine spirit and courage.

Fraternally yours,

A. Philip Randolph
International President

APR:EB
encl.

af/oe
33078

Bradley

May 4, 1944

Mr. E. J. Bradley
Third International Vice-President
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I was glad to get your letter of April 24th, and to know that you are making an all-out effort to organize the car cleaners in St. Louis and your zone. I am sure that you are bound to put it over.

I note that the reactions to my speech in Memphis continue to show forth. I received a memorandum showing that they did put a fire hazard penalty on Brother Long's church, and it will cost him about $2000 or more to repair the church. It is the Brotherhood's task to help to raise some money for this effort.

I am glad that you have written Mrs. Nesbitt to send my housecoat. I need to have it for my trip West.

Now, relative to the secretary-treasurers in your zone getting off to collect the Tax, may I say that as the zone supervisor you are supposed to use your own judgement with respect to the divisions where it may be necessary for someone to get off in order to collect the Tax. I don't think it will be necessary for someone to get off in every district. This will be too expensive to the Organization. Places like New Orleans, Houston, perhaps San Antonio and Dallas, it may be alright for a man to get off for three days or a week, but in more important and larger districts, such as New Orleans, he should get off for two weeks. I hope that you and McNeal will give careful thought to this matter, because we don't want to spend too much money in order to collect the Tax. I would also just allow them to remain off as long as you think is absolutely necessary to make the collection of the Tax a success.

I am glad that you are feeling better, and that there is nothing seriously wrong with your throat.

We are making headway in the organization of the car cleaners and I hope we may be able to call for a conference in the near future. I am sure we will.

Fraternally yours,

A. Philip Randolph
International President

APR:[illegible]

[illegible]
[illegible]

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WESTERN UNION

1207

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

CHECK	
ACCOUNTING INFORMATION	
TIME FILED	

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

May 8, 1944

To: Mr. A. Philip Randolph

Care of or Apt. No. c/o Mr. Lacey Lewis

Street and No. 326 Railway Exchange Bldg.

Place Seattle, Washington

WANT A REPLY?
"Answer by WESTERN UNION" or similar phrases may be included without charge.

MRS. CURBY, 4463 Evans PASSED TODAY

E J BRADLEY

HAZEL ALVES

Sender's Name

Address

Tel. No.

Bradley

May 25, 1944

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I want to advise that we hold a conference for the train porters of the Missouri Pacific railraod, 11:00 O'clock, Wednesday, June 21 for the purpose of discussing the case of the Missouri Pacific train porters ~~between~~ before the National Mediation Board and the general procedure of the local division with respect to handling cases of any kind as well as the future program for the Missouri Pacific train porters. I hope you will send out a notice to the Missouri Pacific train porters and urge them to come to this conference. Brother Webster and myself will meet with them.

Fraternally yours,

A. Philip Randolph
International President

APR:aap

cc-F. E. McNeill

Bradley

May 29, 1944

Mr. E. J. Bradley, Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Mr. Bradley:

I want to advise that you send out notices to all of your Local Divisions informing and advising them of the necessity to hold their biennial local election according as the constitution provides beginning in the month of June.

Fraternally yours,

A. Philip Randolph
International President

APR:aap

Bradley

May 29, 1944

Mr. E. J. Bradley, Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Mr. Bradley:

I want to advise that you send out notices to all of your Local Divisions informing and advising them of the necessity to hold their biennial local election according as the constitution provides beginning in the month of June.

Fraternally yours,

A. Philip Randolph
International President

APR:aap

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
SOUTHWEST ZONE HEAQUARTERS
T. D. McNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Brad

May 31, 1944

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
1208 E. 20th Street
Los Angeles 11, California

Dear Sir and Brother:

I received your letter this morning relative to notifying the divisions throughout my Zone that this was election year and nominations should start in June, election be by ballot in July and elected officers take office the first meeting in August or as soon thereafter as installed. May I advise that this has just been done this week.

We have a bad situation in San Antonio, Texas. Your position in the Flaggs case granting him permission to run for President, if nominated, has just about split the district up through his political activities. They fear he has been able to mobolize sufficient votes to be elected. They also claim that his name will be placed on the ballot for delegate to the convention and they want to know from you if you intended that he should have the right to run for any office if nominated or just for the office as President. I will appreciate you clearing this matter up for them at once.

If Flaggs is elected President he has already stated he plans to clean house. Get rid of Cavin~~ess~~ who is the Secretary-Treasurer. He has already admitted that he could not or would not work with Flaggs, if elected and Flaggs has boasted of making other changes in the local personnel, which is now working in complete harmony and in compliance with our constitution. I am indeed sorry that in your decision in the Flaggs case you granted him any further rights. It has created plenty of trouble.

Should I attend the conference June 25th and 26th at Chicago. I see the names of those who will attend. I am asking if Mr. McNeal or myself should attend also. I would appreciate a reply.

I trust that you are having a successful trip and expect to see you in St. Louis June 20th.

Fraternally yours,

E. J. Bradley
E. J. Bradley,
3rd International Vice-President

EJB/p

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
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413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
FRANKLIN 0033
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Bradley

August-15th-1944.

Mr.A. Philip Randolph,President
International Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27. N.Y.

Dear Brother Randolph:

l am asking you if a representative from the Car Cleaners Local would be seated as a delegate in our coming Convention?If so,please so advise as soon as possible.

In compliance with our converstaion when you was here relative to me leaving here September-3rd.1944 to visit my Son and his family in Lynn, Mass.l have purchased my Rail and Pullman Transportation to make the trip and will come over to New York from Boston about September-9th-or 10th and will remain in New York until time to go to Cleveland Ohio for the Executive Board meeting in Cleveland which l believe will be Saturday, September-16th-1944.

l was just wondering,since all Pullman Car and Yard and Shop forces are recieving Back Pay with a Vacation,would we be allowed any funds for our Vacation purposes or not.I am only asking the question.Please let me know about it before l leave here and if so,l will have brother Totten hold it until l get to New York and pick it up there when l pick up my September-15th.pay check.

The outlook from the Southwest Zone indicates that we are going to have a very good Convention,with very few headaches in sight.Since l plan to arrive in New York Sunday September-10th,l am quite sure you will be in New York when l get there and l will get to see you before you go to Cleveland.Until then,Kindest regards to you and your office force.

Fraternally Yours,
E.J. Bradley
E.J.Bradley,3rd.Vice-President
& Zone Supervisor.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

Bradley

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
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440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

August-21st-1944

Mr/ A.Philip Randolph,President
Brotherhood of Sleeping Car Porters
3456-58. S. State Street,
Chicago, 16. Illinois.

Dear Brother Randolph:

l am herein answering several of your lettersat the same time because we have been very busy here getting the election results and other Zone matters straightened out.l have notified Mr.N.A.Sweets that l would take care of his matter relative to his paper the "St Louis American" at the Convention and that there was no need for him to come to the Convention for that purpose.

l also recognize your letter notifying me of the International Executive Board meeting on Saturday,September-16th.at Cleveland.l also note that you will discuss the matter of Vacations with me when l get to New York. l thank you for the information relative to a delegate from the Car Cleaners group.l will notify them that they need not arrange to send a delegate to the Convention.

Relative to your letter of August-17th-1944,concerning sending out a general letter to all districts in my Zone,may l state that,enclosed is a copy of a general bulletin that l made up and sent to each district in the Zone with enough copies to give a copy to every porter in the district whether he was a member or not,as l wanted every body to get one of the bulletins.Those Bulletins was sent our from my office on August-16th-1944.and l am hoping that they are the kind your would want sent out.Enclosed is also my letter to all Secretary-Treasurers,notifying them that they was to see that the bulletins was distributed generally throughout their respective district to every porter in the district.

No one will be taken off their job in Shreveport,Little Rock and El Paso,Texas.The Sec-Treas will be taken off their job for one week in Memphis,Ft,Worth,Dallas,Houston (perhaps) and San Antonio.The Sec-Treas at New Orleans will have to be taken off for about two weeks due to the large number of porters now working in New Orleans.About 650.
All of the men have been so notified by me.l have been informed that the Houston men may do the work while home on their layover and not want a man taken off for the collecting of the Tax and other monies due the organization,which is why l have the word (perhaps) in front of Houston.
Expecting to see you in New York about the 9th-or 10th,of September,

Fraternally Yours,
E.J. Bradley
E.J.Bradley.3rd.Vice-President.& Zone Supervisor.

BROTHERHOOD OF SLEEPING CAR PORTERS
Southwest Zone Headquarters
11 N. Jefferson Avenue #416
St. Louis 3, Missouri

August 16, 1944

Dear Sir and Brother:

Enclosed is a bundle of bulletins which I am asking that you please mail out to all Pullman Porters, Attendants, Maids and Bus Boys in your district as soon as you possibly can after receiving them, so the men will get them in plenty of time to give some thought to their back dues, the balance on their fee and their Job Security Tax.

Many men have said they would pay up all back dues and their tax just as soon as they got their back time and now that the back time will be paid beginning September 1st, we want them to get a copy of this bulletin as a reminder in case they may have forgotten all about their promise to the organization. Many porters have also said they would join just as soon as they get their back time and we want them to get a bulletin also as a reminder of their promise.

Hoping that this letter will be complied with at your earliest conveience, and with kindest regards,

Fraternally yours,

E. J. Bradley

E. J. Bradley,
Zone Superviser

BROTHERHOOD OF SLEEPING CAR PORTERS
Southwest Zone Headquarters
11 N. Jefferson Avenue #416
St. Louis 3, Missouri

August 16, 1944

Dear Sir and Brother:

THIS IS TO ADVISE THAT THE BROTHERHOOD HAS BEEN INFORMED BY THE PULLMAN COMPANY THAT THE BACK TIME WILL BE PAID SEPTEMBER 1, 1944.

We want to call to your attention again the great importance of every porter paying the $12.00 Job Security Tax when he receives his back time in order that the Brotherhood may be placed in a position to protect our new wage rates and improve our working conditions as soon as the war ends. It is absolutely imperative that you remember it was the Brotherhood of Sleeping Car Porters that secured this back time for you.

It is the feeling of the organization that this $12.00 security should have been paid out of the $24.00 per month raise that you have been receiving in your regular checks for several months. However, we did not press this matter at that time but feel now that any man who fails to pay this $12.00 promptly, upon receipt of his back time, is being less than a man and showing an unwillingness to carry his share of the financial burden.

All delinquent members of the Brotherhood should take advantage of this opportunity to pay up all of their back dues,in addition to paying the Tax. The Secretary-Treasurer will be collecting as usual. In addition, a Committee of about ten (10) Brotherhood members will assist the Secretary-Treasurer in collecting during the pay day period beginning August 1st, 1944.

VACATIONS

You are herewith advised that as a result of the conference had with the Pullman Company at Chicago on Monday, July 31st it was decided that instead of granting vacations this year all of the porters will be allowed one week's additional pay in lieu thereof. This additional pay will be received sometime within the next two or three months.

THE BROTHERHOOD DID NOT FAIL YOU IN THE FIGHT FOR THE BACK TIME. BE A MAN AND DON'T FAIL THE BROTHERHOOD NOW.

Fraternally yours,

E. J. Bradley

E. J. Bradley,
Zone Supervisor

T. D. McNeal

T. D. McNeal,
International Field Organizer

TDM/p

Bradley

September 27, 1944

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed letter which is self-explanatory. Will you kindly write me your opinion of the statements made by Brother St. Clair Crutcher concerning the elections in Little Rock in the train porters local.

Fraternally yours,

A. Philip Randolph
International President

APR:HB
enc.
cf/cc
23076

Bradley

September 29, 1944

Mr. E. J. Bradley
8th International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

In view of the protests that have been made concerning the election at the San Antonio Division I would advise that you have the matter investigated so that it cannot be said that the protests of bonafide members were ignored. I am herewith returning material you gave me on this matter.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

af:ee
[illegible]

PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Bradley

October 9, 1944

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, New York

Dear Brother Randolph:

After giving due consideration to the vast amount of work to be done in the unorganized field among both the Pullman Porters and the Car Cleaners and to make the job of organizing one that we can get a worthwhile porter to accept at some where near what he could be making if he remained on the road; I feel that men whom we get to do this work should receive a salary of about $175.00 per month since it is only a temporary job.

Therefore, I am asking if you will agree to pay C. D. Miller $175.00 per month for the remainder of time he works for us as an Organizer to work among the pullman porters, car cleaners and also train porters.

I feel that it would add new life to him in his efforts to get more men to pay up in the Brotherhood. C. D. Miller is an extra porter and could be making over two hundreds dollars ($200.00) per month if he was on the road.

I will deeply appreciate your view point on this matter as I have talked with Brother McNeal about it and we have both agreed that I should write you on it. Hoping for a favorable reply at an early date.

Fraternally yours,

E. J. Bradley,
E. J. Bradley,
3rd Int'l Vice-President

EJB/p

cc: M. P. Webster.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.

SOUTHWEST ZONE HEAQUARTERS
T. D. McNEAL, INTERNATIONAL FIELD ORGANIZER
413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 2, MISSOURI
FRANKLIN 0033

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

440

November-8th-1944.

Mr.A.Philip Randolph,International President
Brotherhood of Sleeping Car Porters
217. West 125th,Street
New York City, 27. N. Y.

Dear Brother Randolph:

We was indeed very sorry to hear that you taken Ill while in Kansas City and we are hoping that you have completely recovered by this time.l would suggest that you take some time out and get a much needed rest.

Things are moving along in the Southwest Zone in fairly good shape.We are experiencing some dissatisfaction among the Car Cleaners here.They want to know what is being done in their behalf.If you have anything of value to tell them,please pass it on to us so we can keep them encouraged.We are up against this proposition.Quite a few of the Car Cleaners have dropped out of the organization and have been out for 5,6,and more months and now some of them are coming back re-instating.We have no official information as to just what we should charge them when they re-instate.Should it be the same as the original joining fee of five ($5.00)dollars,or should it be greater? This information coming from you,will be of great value to all of our district representatives who are taking Car Cleaners into the Brotherhood.To that end,l am asking that you send out a general letter stating just what a re-instatement will cost a Car Cleaner.

Mattie is keeping very well and sends her kindest personal good wishes to you and Mrs.Randolph.If l can get the time to get away for a day,l plan to go Quail Hunting and if l do,l will try to kill enough so l can send you a half-dozen,so you and Mrs.Randolph can enjoy a nice Quail dinner on me.

Here is some of the advice that you have so often gave to me.Take it easy as we want you to be here with us for many more years.None of us are getting any younger and the past eighteen (18)years has left its mark on us.There will be a Brotherhood of Sleeping Car Porters organization long after we are gone.Therefore l feel that we who have suffered and sacrificed all those long years,should now begin to take it a little more easy. Please rush me the information l am asking for relative to the Car Cleaners re-instatement.

With my kindest personal good wishes for your continued good health and also remembering Mrs,Randolph,from Mattie and Brad,

Fraternally Yours,
E. J. Bradley
E.J.Bradley/3rd.Int'nl Vice-President.

Brad

November 21, 1944

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis 3, Missouri

Dear Brad:

Permit me to thank you for your letter of November 8th expressing your interest in my taking a little rest, and your regret upon my illness in Kansas City. Yes, I was ill in Kansas City for a week with a bad cold, but I am better now.

May I say that the wife sends her best love to you and the madam.

It is my hope that we will be able to get going on some kind of action for the car cleaners by the first part of the new year. You may so advise them.

Relative to car cleaners reinstating, may I say that we must urge the car cleaners to keep up their dues, but no car cleaner can get out of the organization by not paying dues, because we want to have every car cleaner we can get. When we call for a conference with the Company and start writing an agreement, we will hold a convention of all of the car cleaners and the regulations will be more rigid.

Fraternally yours,

A. Philip Randolph
International President

APR:BB

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

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FRANKLIN 0C33

ASHLEY L. TOTTEN
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E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

December-1st-1944.

Mr. A. Philip Randolph.
International President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27. N.Y.

Dear Brother Randolph:

Enclosed are, a copy of a letter from Wm. Fields, president of the I & G-N. Train Porters, my answer to him and a copy of my findings in a check l made today on the financial standing of the men on that Railroad.

It will be noted that there are 31, men on our Books. There are nine who have paid some Tax. two paid 1941, Tax and 7, have paid the Job Security Tax. However, at this date there are only five (5) financial members.

l may have written the wrong kind of letter to brother Fields, but l wrote what in my judgement was the opinion of the organization. l just talked with Mr. Roll. Chief officer of Personnel for both, the Missouri-Pacific and the I & G-N. and he says we will have to get in touch with a Mr. P.W. Procter, c/o, Missouri-Pacific Building at Palestine Texas and arrange a conference with him at Palestine.

Should we write Mr. P.W. Procter for the conference, or will you do it? with regards to the vacation for the Train Porters on the I & G-N.? That is P.W. Procter. Missouri-Pacific Office Building, Palestine, Texas.

we will await your answer on this matter.

With kindest personal regards to you and Mrs. Randoplh, and Mattie sends special greetings to Mrs. Randolph,

Fraternally Yours,

E.J. Bradley

E.J. Bradley. 3rd. Int'nl Vice-President.

San Antonio, Texas.
November 29, 1944

Mr. E. J. Bradley
3rd Intl. Vice President
B of S C P
11 North Jefferson
Saint Louis, Mo.

Dear Sir and Brother:

I wish to call your attention to the vacation with pay for thentrain porters employed by the IGNRy.

It seems that this matter is being overlooked by the organization. I have been waiting patiently to hear something from some of you about this matter but to date have failed. I would appreciate some information on this matter at your earliest convenience. This and other matters are causing some of my best men to grow derilick towards their responsibilities to the organization.

I also want to call your attention to the train porters agreement. We have been represented by the Brotherhood since 1939 and are still working under the old, outmoded agreement of 1928. I feal that this agreement should long ago been revised . I do not agree that it is to our best interest down here to await the results of negotiations on the north end or(Big MoP) as there is to much confusion among that body and has been to my knowledge for the last 25 years. I think more progress would have been made if negotiations had been started here.

We do not expect to get all we ask for at one time when it comes to negotiating agreements. Its a matter of giving and taking. As there is so little to our present agreement we stand to gain in what ever negotiations we may inter into.

In our particular case I do not see it wise to at this time hold out out for the 4500 basic month. May be the matter could be comprimised for a 5000 mile basis. On this part of the MoP where the 240 hour basis is used for a months work I would suggest that if we cannot change that to a reasonable mileage basis that we attempt to lower the hours. The maximum hours worked by train porters Per month to constitute the basic month which would be about 175 hours for the men of the IGNRy.By so working we would at least have won one point:- There would be no possibility of the railroad making three men cover a four man assignment nor two men cover a three man assignment, This proposal of course, is based on our present schedule. We are to vulnerable under the 240 hour basis and something will have to be done about it at once. The war will be over and we will be right where we started and it will in my judgement be much harder to get and agreement through then than now.

We are a long way from getting all agreements basicly uniform on all roads any way as there will be some long hard fights before that is accomplished, so that is why I say get as much as we can from the railroads now and dont let one or two bottle necks clog all the machinery. After all, agreements can be changed by 30 days notice from either party so I see no reason why we should not put the seal of approval on as much as we can get out of the mamagement at this time and come back when conditions will warrant for more.

We have lots of local conditions that should be corrected on our railroad such as creating certain seniority districts and consolidation of others, but have waited, thinking there would in the near future be a general revision of our agreement by you but that seems still in the future.

We would appreciate it if you would see to it that these matters get the attention of the Brotherhood at once.

Fraternally yours,

Wm. Fields Genl. Chairman BRSCP
516 Iowa St. San Antonio, Texas.

Mr. Wm.Fields,President
I & G-N,Train Porters Local,
Brotherhood of Sleeping Car Porters
516. Iowa St,
San Antonio, Texas.

Dear Brother Fields:

This will acknowledge your letter of November-29th-1944,relative to your vacation,and other matters pertaining to the changeing of your present agreement.I am forwarding your letter to our president Mr.A. Philip Randolph. for his action on it. He is the one who makes the agreements with the Carriers on the vacation matter and also,he is the one who writes for a conference to make certain changes in Rules Wages and Working conditions for all groups that we represent. The vacation agreement should have been sent to you by Mr.Hell.when he issued the vacation agreement to the Missouri-Pacific Train Porters, as he is the head of the Personnel department for your Railroad also.

I have checked the status of the porters in your group on the I & G.N.and the attached findings are just exactly as they stand in the Zone office. In the event your records do not conform with those I am herein enclosing, please inform me at once so we can get together on them and get an exact picture of just how the men stand financially according to your records. Brother Totten's office is compelled to have the same record that the Zone office has,because he gets a copy of the same reports that I get from your Local.

I have no doubt that the men are very anxious for the Brotherhood to get into their Wage agreement and working conditions just as soon as possible.However,the men must remember that the organization is also very anxious to see much more of them financial when the actions they want,are taken by the organization.I think you will agree that it would not be wise for the organization to attempt to get a conference with your Railroad Company with so few men financis In the first place,where are the funds coming from to finance a conference? The men must know they will have to pay at least a portion of the expense for a conference,by paying dues and TAX,which as you will note,a very few have been doing. As stated above,I am passing your letter on to brother Randolph for him to take such action on it as he sees best,since he is the one to take action.

Hoping for you and family the best of Health,Happiness and Success,

Fraternally Yours,

E.J.Bradley. 3rd.Int'nl Vice-President
& Zone Supervisor.

I-&-G-N.TRAIN PORTERS FINANCIAL STANDING AS OF DECEMBER-1st- 1944

Beasley, Porter.Paid nothing since March-1940.
Betts, Robert. Paid nothing since January-1940.
Booker, A.   Paid nothing since April-1942.
Brown, Robert. Paid nothing since June, 1940
Easley, Joe.   Paid nothing since January-1940.
Fields,Wm. Dues paid for October-1944,Tax,of $12.00.paid.
Fisher,Robert. Paid nothing since March-1940.
Gafford,Hal. Dues Paid for October-1944.Tax of $12.00.Paid.
Garland, Ray. Paid nothing since April-1942.
Givens, Lon. Dues paid for October-1944,Tax of $12.00.Paid
Jefferson Frank. Paid nothing since April-1942,on dues,Tax of $12.00.paid.
for 1941, Tax.

Johnson, Isaac. Paid nothing since April-1942.
Jones, Morris. Paid nothing since February-1940.
Jones, W.A. Paid nothing since February-1944,NO TAX PAID AT ALL.
Lee,Wm. Paid no dues since April-1942.Tax of 1941-paid 5-20-41.$12.00.
Livingston, W.C.Dues paid for October-1944. TAX Paid 5-5-1944. $12.00.
Maney,M. No dues paid since April-1944.No Tax at all paid.
Mitchell, Wm. Nothing paid since March-1942
Queen, L.M.Nothing paid since September-1941.
Roberts, Hallie. Paid nothing since February-1940.
Rodgers, Tony. Paid nothing since March-1940.
Ross,Roy,W. No record of he paying anything at any time.(Secretary-Treasure
Smith,William.No dues paid since December-1940.1941-Tax paid,5-5-1944.
Stanton,Wm. Paid nothing since June-1940.
Steward,Ben.No dues paid since May-1942.1944,Tax paid 7-6-1944, $12.00.
Stewart,Rust. No dues paid since November-1940.No Tax at all paid.
Thompson,Monroe. Nothing paid since June-1940.
Walker, M. Nothing paid since February-1942,No Tax at all paid.
Washington,Wm.Dues paid for August-1944.Tax of $12.00.paid 4-5-1944
Wood, Henry C.Paid nothing since March-1941.
Woods, Sam. Paid nothing since July-1940.No Tax at all paid.

****

The Zone office only has a record of five financial members

The Zone office only has a record of eight(8) men paying their TAX.

The Zone office shows Eighteen(18) Unfinancial members.

The Zone office shows Thirty-one(31)I & G-N.Train Porters on our Books.

SIGNED E.J. Bradley
3rd.International Vice-President
& Zone Supervisor.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

BROTHERHOOD of SLEEPING CAR PORTERS

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SOUTHWEST ZONE HEAQUARTERS
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413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
FRANKLIN 0033
[illegible]440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

December-6th-1944.

Mr.A.Philip Randolph,
International President
Brotherhood of Sleeping Car Porters,
217. West 125th,Street
New York City, 27. N. Y.

Dear Brother Randolph:

Walter Allen,president of the Missouri-Pacific train porters called a meeting at my office on December-4th-for all Local Chairmen on his road,to discuss various matters as they affected the train porters on the Mo-P.

They passed a very silly resolution and sent it to you,which you no doubt have by this time.They also formed a letter to be sent to as many Senators and Congressmen as possible,urging them to encourage the Mediation Board to get into their agreement matter immediately if possible,as they was all suffering untold misery under present working conditions,This 1 also thought was very dumb,However,that is what they wanted to do so 1 had nothing to say about it.What objections 1 did make was overrulled.

Nothing of fital importance was done as 1 could see.1 explained to them that they had recieved some back-pay on the four-cent raise,but they said it was not enough to pay Tax out of,but insisted that,if they could get the five cent raise with back-time from last December,26th.they would be perfectly willing to pay all back Tax and would also feel that the new men whom they contact would not mind paying the $35.00.joining Fee.1 told them that the five cent raise and back time would not be paid until the Mediation Board settled up the agreement.

William King is on the war path again.He got back to work and began to try to re-arrange some of the Runs almost as soon as he got back to work. He and 1 had it yesterday and 1 had to tell him to not bother this office any more with his Local matters.We had quite a heated Cussing spell.If he continues to carry on the way he has started,we will have to suspend him from the organization.He only keeps trouble stirred up among the men.He will no doubt write you on his matter,hoping that you will see his point and agree with him that he is right.

With kindest personal regards to you and Mrs.Randolph from Mattie and 1,

Fraternally Yours,
E.J. Bradley,
E.J.Bradley.3rd.Int'nl Vice-President.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

SYMBOLS
DL=Day Letter
NL=Night Letter
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NLT=Cable Night Letter
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QTH1 STRAIGHT DEC 7 1944=

E J BRADLEY BROTHERHOOD OF SLEEPING CAR PORTERS
11 NORTH JEFFERSON ST ST LOUIS MO=

MEDIATOR MURRAY WILL BE AT STATLER HOTEL MONDAY DEC 11 TO MEDIATE DISPUTE BETWEEN MISSOURI PACIFIC AND BROTHERHOOD= GET AGREEMENT COMMITTEE TOGETHER1 SO THAT YOU AND MCNEAL AND MISSOURI PACIFIC PORTERS WHO ARE MEMBERS OF THE COMMITTEE MAY MEET WITH THE MEDIATOR=

A PHILIP RANDOLPH

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

BEST COPY AVAILABLE

DOCUMENT IS DAMAGED IN THE ORIGINAL

IN ATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT

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11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
FRANKLIN 0023

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURE

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

December-8th-1944.

Mr. A. Philip Randolph.
International President
Brotherhood of Sleeping Car Porters,
217. West 125th, Street,
New York City, 27. N.Y.

Dear Brother Randolph:

Just as soon as I recieved your Telegram advising that Mr. Murray, the Mediator would be at the Statler Hotel here in St, Louis to go into the Missouri-Pacific-Train Porters agreement, I wired thre men to set in the conference. In the last conferences that we had, we had Crutcher, Gill and Allen. Since Crutcher is out, I and Mac thought V.L.Johnson would be the best third man to sit in the Conference. I d not think we should go in conference with less than three of their group with us.

I realize that we will have to pay these men for the time they may l while in conference, but will also have to pay them a per diem which feel should not be more than Four ($4.00) dollars per day. That is wh we had planned to offer them as per diem. If you feel that they shoul get more per day, please so advise at once.

We will be ready to meet with Mr. Murray on December-11th-1944 and this contract over with just as soon as we can. When it is all over, w may be able to get more of them into the organization, and also get m of them to pay their JOB SECURITY TAX. A lot of them have never paid kind of TAX at all.

In the event you plan to write the Pullman Company for a conference the Car Cleaners, or in the event you have already written them, please send me a copy to read in their meeting as a stimulant to them. Thin generally seem to be going along fairly well in the Southwest Zone. are getting a few new members gradually which shows progress.

With kindest personal regards,

Fraternally Yours,
E.J. Bradley.
E.J.Bradley, 3rd. Int'nl Vice-President.

Bradley

December 12, 1944

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

In reply to your letter of December 8th concerning the members of the Agreement Committee and the porters, may I say that you can arrange that with the train porters and I will have Brother Totten send them a check at whatever time you request it.

I will let you know when we plan to have conference for the pullman car cleaners.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

af/ee
12076

Bradley

December 13, 1946

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Permit me to thank you for your letter of December 8th concerning the meeting of the Missouri Pacific train porters called by Walter Allen, President at which they went on record to send in telegrams to Senators and Congressmen urging them to encourage the Mediation Board to start action on their case.

I also note the resolution which they sent concerning the payment of the Tax. I notice that you stated they did not mind paying the $35 joining fee out of their back time when they get it. There is an error as to the amount of the joining fee. It is $37 and not $35.

It maybe that some consideration will have to be made to them since they won't receive their back pay until this agreement matter is settled. If a man got into trouble he wouldn't be protected by the Organization if we considered him unfinancial because he did not pay his Tax. I think we will have to make an\exception with the Missouri Pacific men on this question until we have finished negotiating the revision of the contract because we would not want a man fired who hadn't paid his Tax but was financial with his dues. Of course we know that this condition is a result of a lack of the use of some common sense by the Missouri Pacific men on the wage question. But it is a situation we will have to deal with practically. Now I would

would continue to urge the men to pay their Tax but I would make this concession to them.

I note your comments on Brother William King. I can understand how annoying his conduct can be at times. But you will be able to handle him. Kindly remember me to the Madam and the wife sends regards to you and her.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

af:cm
22078

Bradley

December 14, 1944

Mr. E. J. Bradley
3rd International Vice President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Find enclosed letters that are self-explanatory. I was surprised to get this letter from Mr. Carry and to note the statement on the circular. This is an unfortunate incident and I hope you will stop the circulation of this leaflet and that the Home Office will not permit any more circulars of this nature to be put out.

Fraternally yours,

A. Philip Randolph
International President

APR:ha
Encs.

af:ca
23067

Bradley

December 14, 1944

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I received your letter of December 1st concerning Brother William Fields and the I & G-N Train Porters. You were quite right in bringing to his attention the necessity of the Porters paying their dues and [illegible]

Now, of course I will write Mr. F. W. Proctor for a conference [illegible] we are ready for a conference. I think it would be well for you and [illegible] McNeal to talk this matter over to determine whether we are ready [illegible] into conference on the questions raised by Brother Fields. [illegible] there may be something to the point Brother Fields raised, [illegible] his end of the Missouri-Pacific should not wait on the [illegible] revise its agreement.

Kindly send me the position Mr. F. W. Proctor holds, and whether he is to be addressed in connection with the I & G-N Railroad, [illegible] an official of the Missouri-Pacific Railway Company, and then I [illegible] send the letter immediately.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

af/ee
33076

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

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C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

December-19th-1944

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217. West 125th, Street
New York City, 27. N. Y.

Dear Brother Randolph:

This will acknowledge your letter of December-14th.relative to a Bulletin issued from my office to the Car Cleaners that was objected to by Mr.Champ Carry.Brother Webster had told brother McNeal that he had talked with Mr.Carry and he had told him that we would be notified in ample time to go in and represent such groups as we had in our Organisation or such groups as we represented.It could be possible that Bro, Webster gave us the wrong impression of the statement made by Mr.Carry. l can assure you that we will not issue any more Bulletins without the approval of your office.

Sister Wilson was in St.Louis by request of sister Mae Dailey to take action on a case that grew out of a very bad personal feeling between some of the members of the Auxiliary here.There appears to be two factions here and they do not work together at all.From what l can learn, they do not want to deal with sister Dailey. Mrs.Lee.and Mrs.Dailey do not get along well.One mistake Mrs.Wilson made when she came here was to stop with Mrs.Dailey.where a number of the members do not go,thereby shutting herself away from the other side.It only gave her a view of one side of the situation.If Mrs.Wilson had stopped at a Hotel where any one of the members could have gone and talked with her,it would have not been so bad.Mrs.Wilson told me that she did not want me to give any advice to the members when they asked me for advice,but instead,advise them to take it up with sister Dailey.If l am the Counselor,l think it my duty to give advise to the members when they ask me for it.However, since Mrs.Wilson does not want me to be giving them any advice,l told her that l would not give them any more advice but would direct them to their Zone Superviser Mrs.Dailey.

Mrs.Dailey filed charges against Mrs.John Dalton and her husband is one of the old reliable staunch members and if the women fall out and begin to push those kind of women out of the auxiliary,the men will take offence and it will tend to weaken the Brotherhood.l think Mrs.Wilson should have got Mrs.Lee and Mrs Dailey together and allowed them to have their say in her presence,and right there settled all differences that existed in the St.Louis Local of the Auxiliary.l am sure Mrs.Wilson will write you about the situation in St.Louis,and ask your advice on it.l do not meddle with their affairs and only go in their meetings when l am sent for by Mrs.Lee.and l answer such questions as are asked me by them.

Page #2.Mr.A.Philip Randolph.

I do not feel that Mrs.John Dalton should be suspended from the Auxiliary simply because she and Mrs.Dailey does not get along well together. I told Mrs.Wilson and Mrs.Dailey that we had an organization to protect and had no time to be squabbling among ourselves over personal matters.

We have a very good Council here and when sister Lee.became president, they had a very few members but to date they have one hundred and eleven (111)members in good financial standing.I think that is a very good record and should not be destroyed because of personal feelings.I have no personal interest in any single one of them.I am only interested in seeing them grow in membership and be a leading light for the other groups in the Southwest Zone,and to the Auxiliaries everywhere.

I hope you and Mrs.Randolph enjoy a very merry Xmas and a very Happy, Healthful and Successful new year,with kindest personal good wishes from Mattie and Brad.

Fraternally Yours,

E.J. Bradley,

E.J.Bradley,3rd.Int'nl Vice-President

Bradley

January 9, 1946

Mr. E. J. Bradley
3rd International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Permit me to thank you for your letter of December 19th with comments on the Bulletin which your office issued concerning the separation of the Manufacturing and Sleeping Car business of the Pullman Company as a result of the decree handed down by the Philadelphia District Court. I am glad to get your observation on the matter and would suggest in the future you send me any ideas you may have in mind on matters of this sort so I may give you my opinion of it before it is printed and circulated. I can understand how you may have thought it was the proper thing to do in that you could have misunderstood Brother Webster's comments on it.

Now relative to the difficulty in the Ladies Auxiliary of St. Louis may I say that I am sorry to hear that there is not such good feeling among some of the members and officers. I hope it will improve and I think it will. I will talk with Sister Wilson about it when I go to Chicago again. St. Louis is too good a Ladies Auxiliary to be disrupted and weakened by internal dissension. I hope that Sister Dailey and Sister Lee will be able to reconcile their differences and be able to get along together in the interest of the Organization.

Sometime later on Brother Webster and myself plan to come to St. Louis for a series of meetings and I will go over this whole matter with you.

Fraternally yours,

A. Philip Randolph

Brad

January 16, 1949

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad,

Thanks a lot for your letter of January 12th suggesting a trip over your Zone because of the decrease in dues payments. I agree with you that a visit to the various divisions stimulate interest in the Organization which reflects itself in more constant dues paying. I have let up on trips over the zones a bit with a view to recoup some of our financial deficits; since traveling over the zones is one of the biggest items of expense. However, like you say, visits help to raise the income and we cannot eliminate trips throughout the zones.

I have not made a trip anywhere except with Bennie Smith when we left the AFL Convention in Cincinnati and went over a few divisions of his Zone, and a recent trip to Washington for two days.

It is not the policy of the Brotherhood to let up on the trips over the zones by the supervisors. Whenever a trip is deemed necessary, it ought to be made. But, since we expect to go in to see the Pullman Company on the reduction in hours of work and a wage increase for the non-operating employees, I thought it might be best to wait until we have come to some agreement with the Pullman Company and the other railroads with which we have contracts before making trips over the zones. At that time we would have quite a bit to tell the men. Before the adjustment of this wage increase and reduction in hours of work, we would not have anything new to tell the men, and their only questions will be about when the reduction in the hours of work and the wage increase will come.

Since we plan to go to New Orleans, the latter part of April, I think that we might make that the occasion for covering your Zone. From New Orleans we will go to

Houston for the Regional Conference, then to San Antonio, Dallas and Fort Worth. You could go on to Denniston, Palestine and I could meet in Little Rock and from there we can go to Memphis. This will enable us to kill two birds with one stone. What do you think of this.

Now I have not had in mind that you could not cover your Zone because of age. You can do as good a job covering your Zone as I can or anybody else can. However, I think it is well for us to save expenses on trips wherever possible and make one strategic trip do for several.

Now this is the itinerary:

Public Meeting, International	New Orleans	Sunday, April 17
Executive Board Meeting	New Orleans	April 18 and 19
Meeting for the porters and their families	New Orleans	April 19th in the evening, April 20th in the afternoon
Travel	Leave New Orleans for Houston	April 20th in the evening
Porter's Meeting	Houston, Texas	April 21st in the evening
Regional Conference	Houston, Texas	April 22, 23, 24, and 25
Travel	Leave Houston for San Antonio	April 26
Meeting for the porters	San Antonio	April 27 and 28
Travel	Leave San Antonio for Fort Worth	April 28th in the evening
Meetings for the porters	Fort Worth	April 29 and 30
Travel	Leave Fort Worth for Dallas	
Meetings for the porters	Dallas	May 1 and 2nd

From Dallas you may go to some of the other points in Texas such as Denniston, Palestine and possibly Little Rock. I will leave Dallas for Chicago or possibly St. Louis. If there are any changes or suggestions you would like to make, I will be glad to get them.

Fraternally yours,

AFR:ha

A. Philip Randolph
International President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated With the A. F. of L.

SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

January-28th-1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N. Y.

Dear Chief:

Many thanks for your letter of the 25th, with changes in your program for covering the Southwest Zone after the Conference at Houston, Texas. It meets with my approval with one exception. 1 think we should go from Dallas to Little Rock for two days and then go from Little Rock to Memphis for two or three days.

You have been in Shreveport several times and you have never been in Little Rock and the men there feel that you are not interested in them at all. It would not hurt Shreveport to pass them by as it would hurt Little Rock. Of course, you know what is best to do.

Since brother McNeal will attend the conference at Houston, he could cover Texarkana, Ark. Palestine, Texas and Denison, Texas. on his way back home from Houston since 1 am sure he will be useing his Car on the trip instead of the trains. 1 also think that McNeal should spend at least one week preparing the conference at Houston because we do not have anyone there who has had any experience in arranging for such an affair.

Please inform me real soon if you are sending out the Itiniarary to the various locals or am 1 to do that. According to a previous letter from you, you stated that there would be no use of covering the Zone until after the 16, Non-Operating Unions matter had been settled up as we would not have very much to tell the men. This 1 agree with and hope the whole matter has been settled up before time for us to go South.

1 am hoping to hear from you on the above matters real soon. With kindest personal regards,

Fraternally Yours,

E.J. Bradley
E. J. Bradley 3rd, Int'nl Vice-President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
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11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033

January-12th-1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N. Y.

Dear Chief:

You and l agreed some time ago that l should cover my Zone some time right after the New Year period. l have heard no more from you about it. My reason for writing you on this matter is this, the men in my Zone want to see their Zone Supervisor more often than once every two years. It has been two years since l was over a part of my Zone. You also promised me that you and l would go to Memphis and Little Rock shortly after the holiday season.

l know that we are to go to Houston for one week's Labor Educational Conference after we have finished with our Executive Board meeting in New Orleans. That will be the latter part of April or perhaps the first of May. With our dues paying falling off in all locals in this Zone, especially among the Train Porters locals, we should get into such places as Denison, Texas. Palestine Texas and spend about two days with the T-&-N-O-Train Porters in both, Houston and San Antonio in addition to the two or three days that should be spent with Pullman Porters and their wives in all districts where we have Pullman Porter divisions.

l fully realize the importance of curtailing funds, but we are losing funds because of our failure to keep this organization constantly before the men in all places where we have members. We have very recently signed up for the 10, cents per hour wage raise for those train porters who are on miles, and we are planning to also sign up for those who are on hours just as soon as the whole matter of hours and pay raises is settled by the 16, non-operating Rail Unions. You no doubt feel that l am getting too old to do much traveling but l am well able to yet do quite a deal of that when l can see the need for it as l now see. l note in the "Black-Worker" brother McLauren has just completed a six week trip over the Eastern Zone and that is what should be done in all Zones.

Some one should go to Houston several weeks before we hold the Educational Conference there. We do not know whether the men there can stage a successful conference for a whole week without help.

Page #2.Continued.

Brother McNeal does quite a deal of traveling but that is mostly for the purpose of negotiating agreements with various Railroads in this Zone.He is the proper man to do that.He is better qualified than l am for that kind of work.The matter of talking to our members and telling them just what is expected of them by this organization can be done by me just as well as by anyone else.

This is not a general complaint by me but instead,is a suggestion that is so often asked by members in the Southwest Zone.They often ask,When is our Supervisor coming down to visit us.We want to see him. It so happend that l have made friends with all districts in my Zone and when l do not get around among them for two and three years,they ask what has become of our Zone Supervisor.We never see him anymore.

l will agree that in another two or three years l may not be able to run around over my Zone but at the present time l am quite able to do a good job in covering my Zone.At least that is my firm belief. The train porters on the T-&-N-O.on the M-K-T.and the I-&-G-N. are falling farther and farther behind in dues paying and some one should get to them and fully explain to them what their dangers are when they refuse to support their organization.The M-K-T.men are mostly located at Denison Texas. The T-N-O-men are in both places,Houston and San Antonio Texas.The I-G-N.men are mostly located at Palestine Texas.We never go to those places to contact them.Therefore,they never get any first-hand information about what is going on in the Brotherhood in their behalf.

My plan would be for me to first stop at Denison Texas for two days then go on to Dallas for three days then to Ft,Worth for three of four days and then to Palestine for two days then to San Antonio for four days,two for Pullman porters and their wives and two days for T-N-O-train porters then on to Houston for a week.Two days meetings for Pullman porters and their wives and two days for T-N-O-train porters then spend the balance of the week in helping to get the conference shaped up for us when we leave New Orleans.This would keep me out about 22,days plus the time to get back home from Houston.All told it would entail about 24,or 25,days away from here on the trip.

l will deeply appreciate some word from you on what you think about my plans for covering my Zone before our Board meeting at New Orleans which is about the middle of April,or after the Labor conference at Houston,which ever you think the best time to cover the Zone.

With kindest personal regards to you and Mrs.Randolph from Mattie and l,

Fraternally Yours,

E.J. Bradley

E.J.Bradley 3rd,Int'nl Vice-President.

Brad

February 6, 1940

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson
St. Louis, Missouri

Dear Brad:

In reply to your letter of January 29th concerning the Regional Conference and our visits to various divisions in your Zone, may I say that:

(1) Suppose you send out the itinerary to the various locals and have them arrange for the proposed meetings.
(2) We had promised to return to Shreveport to see what progress it is making since we were there and I think we ought to keep our promise.
(3) I had thought that from Dallas, we might go to St. Louis and hold two or three meetings and from St. Louis go to Memphis. Sometime later on we could go to Little Rock. Two as you suggest could cover the other points.

I don't know just when this question on the hours and wages will be settled but we will get into the matter as soon as it is.

Fraternally yours,

APR:hs

A. Philip Randolph
International President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD [redacted] of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
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Affiliated With the A. F. of L.

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ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

June 4th, 1949.

Mr. A. Philip Randolph
International President,
Brotherhood of Sleeping Car Porters
217 W. 125th Street,
New York 27, N. Y.

Dear Chief:

About January 1st of this year some Wabash porters came in the office for information on joining the Brotherhood. At this time there were twenty-four of them on the pay roll, however several have been furloughed since that time.

I told them that if 51% of them would pay the $25.00 fee, we would begin action. To date twelve of them have paid the $25.00 joining fee. There still about eight who have not joined but have promised the men they were going to join, so we have a possibility of fifteen, eighteen or possibly twenty of them coming in.

On the bases of twelve who have paid their fee in full, this represents 51% of the 20 men now employed and I feel that action now should be taken with the Wabash Management relative to getting an agreement for them.

I would appreciate your reply on this matter so I can inform them what your immediate steps in the matter will be. All of them have signed authorization cards.

Fraternally yours,

E. J. Bradley

E. J. Bradley,
3rd Int'l. Vice President.

EJB/op

Bradley

June 8, 194[illegible]

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I note your letter of June 5th pointing out that fifty-[illegible] percent of the Wabash porters have paid $25 as a joining fee to the Brotherhood, and that you promised them that you would begin action in the interest of negotiating a contract for them after 51% of them became members of the Brotherhood.

Of course, we would like to have all of them pay the $25 before we make a move, but if you promised them that you would begin action if 51% of them paid the joining fee, I think we are morally bound to back you up in your promise.

Therefore, if you will get me the name of the President of the Wabash Railroad, I will write him requesting a conference for the purpose of negotiating a contract in behalf of the porters. No doubt, there will not be any elections, inasmuch as no other organization has them, although the Wabash Railroad will probably require certification by the National Mediation Board. I would suggest that you get authorization cards signed by the men, letting them know that this is necessary to begin action on securing an agreement for the men, since we have to submit the authorization cards to the National Mediation Board. Since there are so few porters, we ought to have all of the men sign authorization cards. 51% is not enough.

Fraternally yours,

A. Philip Randolph
International President

APR:BD

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
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413-14-15-16 PEOPLES FINANCE BLDG.
11 N. JEFFERSON STREET
ST. LOUIS 3. MISSOURI
NEwstead 5458
[illegible]440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Brad

June-11th-1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N. Y.

Dear Chief:

Many thanks for your letters of June-8,on the matter of the I-C-Railroad only paying 6-½.cents per hour raise.l have turned that letter over to brother McNeal and he will figure it out and send it to you in a few days.

Relative to the Wabash train porters,we have the full few of 12, of them with two more promising to pay their fee in full on this pay day which will make 14,we will have that have paid their fee in full. We do not have enough Cards signed and l will have Dewey meet their trains and get signatures on more cards.We only have eight cards signed to date.We have more fees that signed cards.Just as soon as we can get more cards signed,l will send them to you and that will be time enough to get action started for them.

The president of the Wabash Railroad Company is Mr.A.K.Atkinson Railway Exchange Building,611.Olive Street,St,Louis 1.Missouri.

l agree with you.l do not believe that there will be an election for those men.However,no one can tell just position the Wabash officials will take when they recieve your letter asking for a conference.

The 6.½.cent per raise is being given to Parlor Car porters only. The train porters are getting the 7,cents per hour raise.

With kindest personal good wishes to you and Mrs.Randolph,

Fraternally Yours,
E.J. Bradley.
E.J. Bradley 3rd,Int'nl Vice-President.

Bradley

June 14, 1949

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

This is to advise that I am calling a conference of the Brotherhood International officials to be held in St. Louis, June 20, 1949, 10:00 a.m., for the purpose of discussing proposals of the Pullman Company for the application of the 205 hour work month and 7¢ per hour increase in pay. I hope you will make provisions for this conference at the home office. Perhaps Brother McNeal's office will be the best place to hold the conference since it will accommodate all of the members we will have there which will be about six.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

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ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

June-14th-1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N. Y.

Dear Chief:

A.G.Bailey general chairman of the I-C-train porters local,called me last night and asked what was done about their vacation.They have only been getting six (6) days vacation and they feel that they are entitled to the two weeks vacation.Many of the I-C-men are asking about it.

If you have anything on their vacation,that was agreed on during your last conference with the I-C-Personnel,please advise me so l can in turn,advise them.l wrote brother Willie E. Smith that they had about half of their men out of the organization and we was more seriously interested in getting more of them into the Brotherhood than we was in trying to secure larger vacation periods for them at this time.l advised them that they could not expect to get many of the things other Rail workers are getting with only about half of their men paying dues and Tax for those things.

l have instructed the Wabash train porters to try to get every one of their men to sign Authorization Cards for us before we can move forward for them.We had 12, of them pay their fee in full and now two more are starting on their fee which makes 14,we can count on as being paid in full members in the next few days.

l note you have planned to hold a meeting of the International officers here in St,Louis on June-29th-1949.l will be looking for your coming for that meeting.l will also give the Pullman Company proposals a very careful study in the meantime.Mattie plans to have the crowd out for dinner on the evening of June-29th.So,do not make any other arrangements for dinner that night.We would like to know how many of the officials will be here so she can plan her meal accordingly.

With kindest regards to you and Mrs.Randolph,

Fraternally Yoursm
E.J.Bradley
E.J.Bradley 3rd,Int'nl Vice-President.

June 17, 1940

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Nothing has been done about getting the Illinois Central porters any more vacations. While in conference on the 7¢ per hour increase and the 240 hour work month, we talked about a new vacation contract. The Management was willing to give us a new vacation contract of five days for men who have worked less than five years and ten days for those working five years or more. We refused the contract and pointed out that we would take the matter up with the Management later after we had given further study to it. You might so advise the men.

Concerning the Wabash train porters, there being so few, I would suggest that you not only try to get everyone to sign the authorization cards but everyone to pay the joining fee before we seek an agreement for them.

At the conference of the Brotherhood officials in St. Louis, there will be present Brothers Webster, Bennie Smith, Bradley, Dellums, Patterson and myself. I am sure that the officials will be glad to have dinner with you and Hattie.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
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3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Bradley

August-30th-1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, W. 125th, Street
New York City 27, N. Y.

Dear Chief:

This is to advise that I went to Carbondale Illinois. Aug-29th. to handle a hearing for J. E. Williams an Illinois Central train porter who was charged with selling two tickets to two Colored people on his train and not turning the money in. The two Colored people was "Spotters" and was in the hearing with the two tickets. I do not know just how we will come out on it. The train porter denied selling the tickets.

My Rail fare down there and back was $5.58. Per-Diem $10.00. making a total of $15.58. which I taken from our local funds. I will appreciate you having brother Totten send me a check to cover that amount.

I thought it best to go down there and represent the mas as he is a paid up member and has paid his Tax of $10.00. They accuse us of not doing much for them anyway. The nature of the case was such, that I did not want to trust it to any local chairman nor A. G. Bailey as they usually push those men around in the old manner.

I will use your latest buletin in my meeting Thursday Sept-1st. and will also post it where it can be seen by a majority of the porters.

We had a very pleasant week in Canada on our Vacation. We only taken one week and I plan to take another week for the Quail hunt next November, thus making two weeks vacation for this year. Mattie always joins me in best regards to you and Mrs. Randolph,

Fraternally, Yours,

E. J. Bradley
E. J. Bradley 3rd, Int'nl Vice-President.

Brad

September 9, 1949

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I note your letter of July 28th informing me that the Illinois Central Railroad has posted a bulletin to the effect that they are paying one-half of the cost of trainmen's uniforms. You are right. If they will do that for the trainmen, they should do it for the porters too. When we go in to see the Illinois Central again, we will take this matter up with them.

No doubt we will have to arrange a conference with the Illinois Central Railroad sometime in the near future to take up the vacation question and this issue which you have suggested.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
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3456-58 South State Street, 5th Floor
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11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033

Brad

September-12th-1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N.Y.

Dear Chief:

This will acknowledge your letter of September-9th-1949 relative to the question of the Illinois Central Railroad paying one half on Uniforms for their train porters.

On August-30th-1949, l wrote you that l had went to Carbondale Illinois on August-29th to handle a case for train porter J.E.Williams who was charged with selling two Railroad tickets to two Negro "Spotters" Williams recieved his discharge on September-2nd-1949 and l appealed his case to Mr.G.J.Willingham at Chicago and l recieved a letter from them today setting September-23rd at 3.P.M.as the date and hour to handle the case on appeal.l felt that we may have a chance to win the case or l would not have appealed it to the manager of Personnel.

Since l will be in Chicago on September-23rd, on that case, l could also take up with them the matter of the Uniforms if you do not object. McNeal will be back home on the 18th and he could go to Chicago with me if you think he should also go in on the case.Or he could handle both, the appeal case for J.E.Williams and the Uniform matter without me going up there.That is for you to decide.

l sent you my bill for the trip to Carbondale on August-30th, but l have not recieved the refund as yet.The round trip Rail fare was $5.58 (coach) and one day per diem making a total of $15.58.Please have brother Totten send that amount here to me.

We are kept very busy now with all of the sudden changes that are being made in the different Lines.However, things are working out fairly well.

With kindest personal regards to you and Mrs.Randolph from Mattie and myself,

Fraternally Yours,

E.J. Bradley

E.J.Bradley 3rd, Int'nl Vice-President.

Brad

September 14, 1949

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

This will acknowledge receipt of your letter of August 30th informing me that you went to Carbondale, Illinois on a case for Brother Williams of the Illinois Central Railroad Company, and that you had an expense of $15.50, including carfare and maintenance. I will advise Brother Totten to send you a check for this amount.

Fraternally yours,

A. Philip Randolph
International President

Bradley

September 18, 1940

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Just a word to thank you for your letter of September 15th informing me that you plan to meet with the management of the Illinois Central Railroad September 23rd on a case involving Brother J. H. Williams who was fired for alleged sale of tickets to two Negro spotters. I think it is proper for you and McNeal to go to Chicago to handle the case. Since you handled the case originally, I think it is well for you to be there with McNeal to handle the matter.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated With the A. F. of L.

SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

December-13th-1949

Mr.A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N. Y.

Dear Chief:

This is to advise that I have sent out a letter to all of the Wabash Train Porters advising them that, since we have started negotiations with their Company for them, they are now required to begin paying dues of $3.00.per month as of December-1949.

I wish to also call your attention to the Ft, Worth & Denver Coach porters. There are still only six of them working. The 205, hours did not increase their man force at all. And now they are all making 240. hours per month. 35. hours overtime each month. They say they do not want the overtime. They would much rather have the time at home. The management would not be out any more if they did put another man in service because those six men who are now making 35, hours overtime, are averaging about 210. hours per month which is more than another man would have to make under the 205. hour working agreement.

I think the Executive Board meeting at Chicago was very good and we should see some results from it. I told Dewey Miller that he would be cut off our payroll January-1st-1950 and he taken it very goodnatured. He said he felt that something like that should have been done quite some time ago. He will take a run but he does not know just now where he will run to. He can bump quite a few men in St, Louis because he has about 22, years of service.

I am sending out a letter to all districts in my Zone including train porter locals and local divisions advising them to send to me just as soon as they get it, a copy of their Seniority Roster and the number of financial memners, the number of delinquints and the number of men who are Pensioned, Died, Fired or quit so we can trim our records down to conform with just what we really have. Just as soon after January-1st-1950 as I get the information, I will forward it to brother Totten as was requested in our Executive Board meeting.

With kindest personal regards from Mattie and myslef,

E.J. Bradley
Fraternally Yours, E.J.Bradley 3rd, Int'nl Vice-President.

Bradley

December 21, 1948

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad,

I note your letter of December 15th informing me that the 205 hour work month has not resulted in any new men being placed on jobs on the Ft. Worth and Denver Railroad. I would suggest that you and Hue consult on this matter and write a letter to the Management requesting that another man be put in the linde in view of the fact that the men are working such long hours. Some favorable results might be secured from a letter of this sort. If you don't get the necessary results let me know and I will address a letter to the Management on this question.

I note your plans to get your membership down to the men who actually are on the job. This is good. Kindly give my regards to Hattie and may I wish you both a Merry Christmas and Happy New Year.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

Anattar letter from Porters in new orleans La.
Perry Hollins
Gen chairman
F V Waritt P

1

New Orleans La.
Jan 24, 1950

Mr Perry Hollins
Dear Sir and Brother

your letter was rec. glad to hear from you mr Hollins I do under stand that you can not get no information unless the national gave it to you. But you do under stand that the men of which We are collecting Dues and assament Tax. are the men is Very disfieded of this. how ever it Was some thing that Was promiest to the T.P. Porter from the Zone office Mr. E.J. Breadly spoak these Ward in A meeting Which they helt in N.O. in the Y.M.C.A and at the Brother Hood office, and even Said the T.P. Was the first one on the list to Work on because I was there mase Chamber. Clinton Fulton and R.D. Bennett Attented the meeting at the Y.M.C.A in N.O. Now mr Hollins I would like to say this and Get this Clear the Brother on this end is Very much disgutee of the Way

this is going I call a meeting
amaungh us to talk this over
with then they seem to think that
the zone and national dont show no
intrest in the T.P. porter what they
are doing is for the public and other
Other R.R. porter as well as T.P. Porter
We do under stand that this is a
National fight. but it no need to let the
man that fighting With his money and
ever thing else go to take on the public
Personal I dont under stand mr
Bennette is dead I think that the zone
are the National Should not Act. that
Way With the T.P. porter. Because there is
no split in the T.P. porter they all is
a 100 per cent for the Brother Hood
and I think they Should do some thing
to keep then that Way if they want then
And not ever time We hear from then
is a assement are about Duese
if they take care these men right
they want have no truble about Duese
are assement they are willing but
nothine have been done but get the raise
And they paid $25.00 assement

And if your Warking condition is not right you want be there to get the raise this is not taking care of thing

So you can take care of your ~~lo~~ union and other thing which they ask of you. They feel like if they can let them go that way they can gos on and ~~do~~ the best they can and keep their money remember. there Was some one was ~~supose~~ supose to pool. the road and see the warking condition so they could adjust these cause and make thing little mare pleasent for there men. But we have not yet rec. this. Its Just the same old thing been here 15 years ago. and growing Warsk ever days and nothine be done about it. And yet we belong to the Brother Hood. remember thing can go so far and no mare it is sama as put Water in a pitcher when it full 7 you cant put no more I know the time

When ever mam on this Div. Were belong to the Brother Haod but on this ~~cause~~ cause they drop out and natual you could expted a few men to carrying on the Burdon on the cause of this. This is the only way they can Show their support to the local. ~~I~~ by

Caoparting With them in Warking ~~this~~ such matter as the T.P. ~~need now~~ Parter need now. and will incaurge them to stay in and come back in to the ~~union~~ Union other then that We ant no where and you know no one want to gave money away so I sujest to get in tuch With the zone offie and ask them could-nt they try and adjest some of those unjust Cause because these men are not Satfied With the condition and the ~~[illegible]~~ attitum tward the T.P. Parter and the only help for this is Please gave them some Assestance on this Warking Phoblim as they said they would do. and havent done it yet and remember we are not intrested in what is being done for the other parter on other Road the T.P.R.R. is who We are warking for. and We are asking for some reliffee of this. this.

We are going throught the T.P. offical and the S.P. Treaman are treatking of taking the Parter of the east end Div. and I guess When that is did it wont be any thing they ~~cou~~ could do for the Parter the compny could do as they see

fit to do I dont under stand.
but when you wark they say We have
a union and if you dont ~~S~~ join
you are a rider are a back Slider
but right now Mr Hallins the T.P. Porter
need actition if not leave it alone
and dont think hard of these men
they are within their right they wo want
to pay for it but they tired Waiting on
Perling affair so let get down to business
One way are another if We are in it let
be in and if we out let get out that
the only way to do business

Henry Elloie
4530 So Robertson
New Orleans La.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
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Franklin 0033

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

January 30, 1950

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
c/o Mr. Thomas W. Culpepper
942 Parsons Street SW
Atlanta, Georgia

Dear Chief:

Enclosed is one of almost a half dozen letters I have received from different train porters on the T. P. Railroad.

You will glean from this letter that there is quite a bit of unrest among them because they feel that the International Organization is doing nothing to relieve some of what they claim bad working conditions.

I would appreciate you writing both their General Chairmen Perry Hollins, 1500 New York Avenue, Ft. Worth, Texas, Henry Elloie, 4530 So. Robertson Street, New Orleans, Louisiana. It is quite true that I have been telling them their matter would be taken up with the management by you as soon as you could get to it. However, I think a letter from you will do more to quiet them down than anything I could say to them. You will note from this letter that they have no more confidence in anything I tell them. I hope you will handle this situation.

I have not received a copy of the Illinois Central Vacation Agreement as yet. The men are asking me about it and the Local Chairmen are asking for copies. They are also urging that we open up their contract as they are badly in need of some rule changes. They have requested me to urge you to write the management for a conference at the earliest date possible due to a large amount of unrest now existing on the Illinois Central.

I hope you have a pleasant trip.

Fraternally yours,

E. J. Bradley

E. J. Bradley
3rd International Vice President

EJB:fp

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
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3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Bradley

March-29th-1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City 27, N.Y.

Dear Chief:

Enclosed are copies of two letters that l got out at your request.l am sending you copies so you will know just what l said in those letters to all of the districts and ditisions in my Zone.

Brother A.G.Bailey was in my office today asking me what about the conference that you told Mr.Lorentz you was writing him for some time ago.Also he asked me for a copy of their Vacation agreement.l have never recieved a copy of their vacation agreement and l did not know whether it had been signed or not.If it has been signed, and you still have copies of it,l would appreciate you sending me a copy for my files.

Almost every local chairman on the I-C-Railroad has asked me about their contract and vacation agreement.l do think that we should ask for a conference to try and make some improvements in their present contract.It is just about the worst contract that we have for any group that we represent.We have had that I-C-group now for almost ten (10)years and we have not did a single thing to improve any of the very bad situations that exist under the old contract. The big complaint among them is,if we would do something about their contract,that alone would stimulate interest in their men and l quite agree with their thinking along that line.

Mattie and l are both fairly well.l have had all of my Teeth pulled and am now waiting for my temporary plates which l will wear for several months and then l will have my permanant plates made up.

With kindest personal regards to you and Mrs.Randolph,

Fraternally Yours,
E.J. Bradley
E.J.Bradley 3rd,Int'nl Vice-President.

Brotherhood of Sleeping Car Porters
Southwest Zone Headquarters
11 N. Jefferson Ave.
St. Louis 3, Mo.

February 27, 1950

Dear Sir and Brother:

A SPECIAL CALL FOR THE $10.00 ANNUAL TAX

It is requested that every Brotherhood member pay his Annual Tax of $10.00 as soon as he possibly can, because this is our Silver Annivesary Birthday Celebration Convention which will be held in New York beginning September 10th, 1950 and all reports will be closed as of July 31st, 1950. There will be no record read in the Convention for any money paid into the organization after July 31st, 1950.

Your organization is hoping that all members will recognize the importance of getting their annual tax into the office just as soon as they can so we can get them listed as having paid it on time. It is true that no dues can be taken after August unless the annual tax has been paid, but those who wait until August to pay their annual tax will not be shown in our convention report as having paid it. No reports will be read in the Convention for any funds collected after July 31st, 1950.

You are also aware of the fact that there is a National Political move on foot known as the Labor's League for Political Education which has its headquarters in Washington, D. C. and all A. F. of L. and C. I. O. members are required to donate $2.00 toward the fine work it is doing for Labor. All Labor organizations are requested to collect this $2.00 per member and send it direct to Headquarters at Washington, D. C. The National Office will determine just how many registered voters we have in our local here by the number of men sending their $2.00 in. If we only send in 50, they will assume that we only have 50 voters in our Local here. Qualified men are being sent all over the Country testing the various candidates as to how they stand for or against Labor and they will make their report to their headquarters and they in turn will notify all Central Bodies and they in turn will notify all locals in their territory just who we should vote for in the coming election for Senators and Congressmen who will vote for some of the good things that Labor wants and so badly needs. We want the Taft-Hartly Bill killed, a better pension plan, better Housing, better medical care and laws passed that are far more favorable to labor than the present laws that we now have. By voting for the right men, we will get much better support from our representatives in Washington.

We do not expect you to pay both at one time but we do ask that you do pay both of them as soon as you can. We want to prove to all who may be concerned that we are willing to pay the price for the things that we want. I am hoping that you will take care of these, your obligations, as soon as possible.

Fraternally yours,

E. J. Bradley,
3rd International Vice-President

BROTHERHOOD OF SLEEPING CAR PORTERS
SOUTHWESTERN ZONE HEADQUARTERS
11 N. JEFFERSON AVENUE
ST. LOUIS 3, MISSOURI

March 29, 1950

Dear Brother:

Enclosed are copies of a subscription form for getting ads for the Brotherhood Silver Anniversary Birthday Convention Journal which will be held in New York September 10th to 15th, 1950.

Each district or division is to solicit ads in their respective city and send them direct to New York so each district will be shown in the Journal, and what it solicited in ads and personal greetings. If your district does not take an ad, quite a number of people in your city may take a personal greeting for one ($1) dollar, which would also make a good showing for your district. Each district will be kept separate in the Journal, so that each district can be given credit for whatever it solicits on either of the two plans.

The Organization is starting four months ahead of the Convention, so as many ads as can possibly be gotten will be sent into New York before August 1st, 1950. Ads sent to New York after August 1st will not be shown in the Journal as they will be too late for the Journal.

I know that some of our members will begin asking questions about their being asked to contribute to so many things, but this is the 25th Birthday year for the Brotherhood and there will be quite a number of expenses that do not come up in off years. This Convention will cost the Brotherhood thousands of dollars because it will have to bring so many people to the Convention as speakers, who will have to be furnished their transportation and hotel bills, and there is the publicity of the Convention which will run into thousands of dollars. Staging an International Convention is a big job and costs a lot of money, all of which is why we want ads and personal greetings from as many people as we possibly can get.

Hoping that you will push this matter of gettings ads and getting them into New York by July 31st, 1950, I am

Fraternally yours,

E. J. Bradley

E. J. Bradley
3rd International Vice President
and Zone Supervisor

EJB:ms
Encl.

Bradley

March 31, 1950

Mr. Perry Hollins, General Chairman
1500 New York Avenue
Fort Worth, Texas

Dear Brother Hollins:

Concerning the problem of the Texas and Pacific Railway porters, may I say that no action can be taken with respect to attempting to restore the Texas and Pacific porters to their former status as operating railway employees until after the cases involving the Santa Fe Railway train porters and the Missouri-Kansas-Texas Railway train porters have been fully settled. It would not be wise to initiate another expensive court action designed to secure the same thing for the T&P porters which the pending cases on the Santa Fe and MKT railroads seek for the porters employed by those carriers. The Brotherhood of Railway Trainmen will certainly continue to make appeals to higher courts until the cases are finally concluded. When these cases are finally completed, the Brotherhood will review the case of the T&P porters with a view to improving their situation. I hope this explanation is satisfactory. If not, kindly write me and I will be glad to discuss this matter further with you since the Brotherhood is concerned about protecting the rights and interests of porters who are members of the Organization.

Fraternally yours,

A. Philip Randolph
International President

APR:hm
cc: E. J. Bradley
H. Bilois

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
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International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

April 4, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, New York

Dear Chief:

I note in your letters under dates March 30th and 31st, 1950 to Brother McNeal, you want to hold a two day meeting for train porters and a Sunday meeting for Pullman porters and their families on May 26 and 27, and Sunday May 28, 1950.

I could be wrong, but I do believe that a meeting for train porters should be held in one of the Southern Districts which is closer to most of them. We have the T&NO, the MKT, the Texas and Pacific, the IGN, The Fort Worth and Denver and Missouri Pacific all located in the south, either in Houston or San Antonio. It will cost us quite a deal to bring eight or ten delegates here for the meeting. Each man would want us to pay his salary while he was off attending the meeting, besides he would also want per diem. We are trying to keep expenses as low as possible, and as I see it, that will be quite an expense to the organization. However, you are the boss and whatever you think is best, we will do that.

Someone should cover most of the southern divisions and talk to the train porters in such places as you never get into Denison, Texas, Palestine, Texas, Parsons, Kansas and quite a number of small divisions where we do have a few members and a few who are not in the organization at all. I think that would be far more effective than a two day meeting in St. Louis.

I want to hold an educational meeting some time in this month. We are having our Spring Dance here on April 21, 1950 and I would love for you to attend it. We could arrange for an educational meeting during your stay on that trip if it were possible for you to be with us for our dance. I will be glad to hear from you as soon as possible on the above suggestions so I can get out my letter on it.

Fraternally yours,

E.J. Bradley

EJB:ms

E. J. Bradley, 3rd International Vice-President

Brad

April 6, 1950

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Thanks for your letter of April 4th concerning suggested meetings for train porters and Pullman porters in St. Louis, May 26, 27 and 28th. May I say that I do not expect that the Brotherhood would pay the train porters who would attend the conference in St. Louis. We have not done that in the past. I expect that the train porters who will attend the conference will pay their own expenses while at the conference. I hope you will so inform them if you have not done so.

Now I agree that we need to reach the rank and file of the train porters but in order to avoid heavy expense, I suggest that we have these meetings in St. Louis that can be attended by a good number of train porters on the Illinois Central and some of the officials and then when Brother Webster and myself make the trip to the AFL Convention next October, which will be held in Houston, we can hold meetings in some of the cities of Texas.

I am sorry I will not be able to attend your dance, April 21st although I would enjoy it immensely.

Fraternally yours,

A. Philip Randolph
International President

APR:ha
cc: T. D. McNeal

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

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T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033
440

May 4, 1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, New York

Dear Chief:

Enclosed is an exact copy of the type of letter that John I. Rollins of the Central Trades Council of St. Louis recommends that you make up for them to mail out to the various locals, lodges and ladies' auxiliaries in St. Louis and vicinity. This will no doubt require your making up a special letter for the St. Louis area since they have 390 such locals listed and the extra ten copies will be for various groups not listed with the Central Trades Council.

We get splendid cooperation from the Central Trades. They have asked us to fold each letter with the request for advertisement that shows complimentary of five ($5) dollars and Mr. Rollins believes that most of the unions listed will at least take the five ($5) dollar complimentary ad in the Journal. We are to place them in our envelopes, seal them and stamp them, take them over to them and they will address them on their machine and mail them for us. That, I think, is splendid cooperation. As soon as you send the required number of letters to me as requested by Mr. Rollins, I will be able to proceed with getting them to the Central Trades as quickly as possible that they may in turn get them to the various locals.

I want to bring to your attention the matter of the Houston situation of which you sent Brother McNeal some correspondence. The whole thing is still in a very bad shape in Houston and I am firmly of the belief that we are not going to have any rest nor cooperation with the present officers. I would suggest lifting the charter and closing the district and placing it under three men commission. However, since next month is nomination month and it is possible a new set of officers will be nominated, I would withhold my suggestion and let them have the election and see if they will elect officers who will cooperate with each other in harmony.

A lot of misstatements have been made in the letter McGowan wrote you. We also find some of the statements that Myers has made relative to McGowan. As we understand it here, it is simply a matter of each faction trying to get the zone office in its corner, which we absolutely refuse to do. If you think we should suspend the District, that will take quite some time because we would have to go down there and pick out three men whom we could depend upon to carry on the work of the organization, as a three man commission to handle the dues, collections, tax, fees, etc., making the proper reports to same, both to the zone office and the New York office and also men who are qualified to handle grievances as they arise from time to time in the Houston District. That in itself, will be a big job.

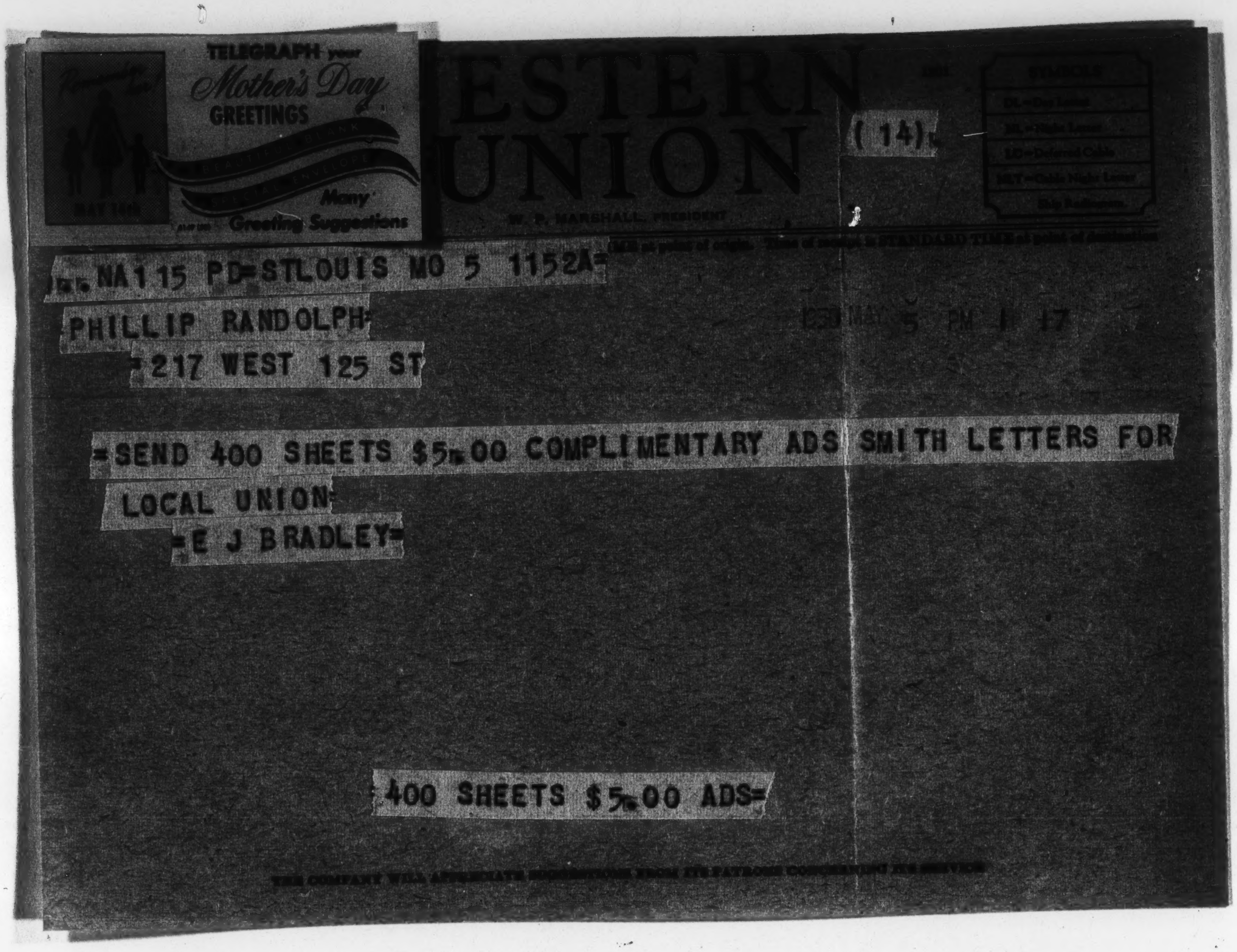
Therefore, I would much rather give them an opportunity to elect a new set of officers and if the same trouble continues to exist with a new set of officers, we have no alternative but to suspend the local and place it under a three man commission.

I would appreciate your viewpoint on this matter as I have given it to you.

Fraternally yours,

E.J. Bradley
E. J. Bradley
3rd International Vice President

EJB:ms
Encl.



TELEGRAPH your Mother's Day GREETINGS
Remember her!
MAY 14th
BEAUTIFUL BLANK
SPECIAL ENVELOPE
plus use Many Greeting Suggestions

WESTERN UNION

W. P. MARSHALL, PRESIDENT

(14)

SYMBOLS
DL=Day Letter
NL=Night Letter
LC=Deferred Cable
NLT=Cable Night Letter
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PHILLIP RANDOLPH=
=217 WEST 125 ST

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=SEND 400 SHEETS $5.00 COMPLIMENTARY ADS SMITH LETTERS FOR LOCAL UNION=
=E J BRADLEY=

400 SHEETS $5.00 ADS=

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Bradley

May 11, 1950

Mr. E. J. Bradley,
Brotherhood of Sleeping Car Porters,
11 North Jefferson Street,
St. Louis, Missouri.

Dear Brad:

This will acknowledge your letter of May 6th concerning letter to be sent out by the Central Trades Council of St. Louis, for greeting ads and also your comments on the Houston Division situation. I note you want a special letter with provivisions for greeting ads of $5, and that you can use about 290 with 10 extra copies. I will send you said letters as soon as possible.

Now relative to the Houston Division, may I say that it would not be a good policy to lift the charter. We will let the election be held in June and it will be necessary to keep right after them and make them cooperate with each other and the Organization. I am sure that can be done. Of course, if they just refuse to cooperate then we will have to take some drastic action. It is my intention that Brother McNeal return to Houston to settle this question, either before the election or immediately thereafter. We will talk it over when I am there for the Train Porters Conference.

Fraternally yours,

A. Philip Randolph
International President

APR:ha
cc: T. D. McNeal

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated With the A. F. of L.

SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

June-22nd-1950

Mr.A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217,West 125th Street
New York City 27, N. Y.

Dear Chief:

I quite agree that you should keep those papers that I sent to you on the Non-Clerical men who made application to join the Clerks Union.You will want them for evidence and proof of their actions toward Negro Non-Clerical employees in the Pullman Yards at St,Louis.

I learn that brother McNeal has to be in Dallas Texas July 5th-1950 to discuss with the Texas-Pacific management the question of free Uniforms for their Train Porters and may also take up with the M-K-and T.the same matter and would be away for several days.

In view of the above mentioned facts,I would like to take my Vacation beginning July 16th if that would be agreeable with you.If that will be agreeable with you,you may have brother Totten send me my Vacation allowance between now and that time.

By me being here the first half of July,I will be able to supervise my local election which will start here on July-10th and run through to July-15th inclusive.

Please give me the status of the Vacation proposal that the Company offered us.Are we going to accept it or are we going to try for the 14,days?

With kindest personal regards,

Fraternally Yours,

E. J. Bradley
E.J.Bradley 3rd,Int'nl Vice-President.

Brad

June [illegible], 1950

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I note your letter of June 22nd informing me of your date to begin your vacation on July 10th. I will advise Brother Totten to send you funds immediately.

I also note that Brother McNeal will go to Dallas in the interest of free uniforms for the porters on the Texas and Pacific Railroad, July 9th, and also take up some matter with the M. K. & T. I just got a letter from the Wabash setting date for conference July 6th. If there is any conflict a change of date with one or the other will have to be made.

Fraternally yours,

A. Philip Randolph
International President

APR:HB

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
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SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI

November-2nd-1950

[redacted] Ne-5458

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N. Y.

Dear Chief:

l have given quite some thought to your Pension plan and taking it for granted that you do plan to put it before the International Executive Board at its meeting next May-1951,l have began to make some arrangements (secretly) to take my Pension effective about the 1st,of July-1951.l feel that the Executive Board will support your plan providing it does not attempt to cover too many men.l think it should only apply to the six International officers who worked for the organization for ten years without any pay at all and did make hugh sacrifices for its growth and success.

I think your plan is workable and would work no hardship on the organization because there would not be but one man taking it now and if it was arranged to pension an International officer when he reached age 70.it would be about four more years before any other member would be entitled to his pension under the plan.Those men would be brothers Bennie Smith and Ashley L. Totten becausel think they are both about 66,years old now.After they had been pensioned,it would be about three more years before any more of the International officers would be entitled to their pension because they would by that time have reached the age of 70 years.

We now realize about $3.750.00.per year Interest on our Government Bonds and that would help take care of those pensions to the point where there would not be too much taken from our Treasury for pension purposes.By staggering the pension to men who reach 70,years of age, there would only be two men taking their pension at the same time and those two would brothers Smith and Totten and theirs would be about four years after l had been pensioned.

l feel that the organization does not really want to work me nor any other of us down to our grave.l feel that we should be allowed to get a few years of leisure before we die if that is possible.We six men did make the hugh sacrifice without pay.We did spend our own resources to help build the organization.None of us have ever claimed pay from the organization for the ten years we worked without pay.

Of course if you do not plan to introduce your pension plan at the next Executive Board meeting,or try to push it through the Board,then l will drop all of my plans even though l do not feel like carrying on too much longer.My 74,years have began to tell on me.If there is no pension plan worked out favorable to us,then l will stay on my job and do the best l can at my salary until l drop or have to stop on account of sickness that would keep me away from my work for too long a period.

l think our biggest problem is going to be,to not include all members of the International Executive Board.l say this.As we older officers are pensioned and other members are put in our place,if the organization wants to have them included in the pension plan O.K.but none but the present six International officers should be considered at this time for pension purposes.

l will appreciate further comment on your pension plan from you at such time as you can get around to it,giving me your ideas on how far it should go in coverage and all of its provisions.

With kindest personal regards to you.Mrs.Randolph and your office staff,

Fraternally Yours,
E.J.Bradley
E.J.Bradley,3rd,Int'nl Vice-President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

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1716 Seventh Street
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SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
[redacted] Ne-5458
[redacted]-440

Brad

November-10th-1950

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217, West 125th Street
New York City 27, N. Y.

Dear Chief:

In reply to your letter of November-7th-1950 relative to the letter sent to you by brother Thomas W. Culpepper of Atlanta, Ga stating that the Dining Car men also the Coach and train porters on the Southern Railroad wanted us to take them in, may 1 say, that would be a rather expensive undertaking for us as well as a very slow one because they would have to be organized by divisions and they have five or more divisions.

We would have to send some one in their territory to organize them and that would be one division at a time which would take quite some time. By the time we got two or three divisions organized, we would lose most of those that would join up at once. They get too peevish about the long period they have to wait for action in their behalf. 1 am also afraid that we may get into another unjust invasion dispute with some of the Dining Car groups that are now organized in the A-F-of-L and who are trying to get them organized into their Unions. 1 agree that the CIO cannot do very much if anything at all for them but why should we take on that burden. As 1 see it, it would simply be another headache for all of us and we now do have enough of those headaches.

1 may be all wrong about it but 1 am giving you my viewpoint on it as 1 see it. Taking them away from Willard Townsend or the CIO would not be too much trouble if it ended there but trying to keep them financial until we had enough of them in the organization to write for a conference with their employer would be the big job for us aside from the hugh cost they would be to us getting them organized. However, 1 will agree to your decision in the matter.

1 am waiting for some word from you relative to your pension plan that 1 wrote you about a couple of weeks ago.

Fraternally Yours,
E. J. Bradley
E. J. Bradley 3rd, Int'nl Vice-President.

St. Louis, Missouri
November 10, 1950.

Mr. T. C. Birch,
District Superintendent
The Pullman Company
Room 276, Union Station
St. Louis 3, Missouri.

Dear Sir:

I am regularly assigned to line 6144, which operates on B. & O. Trains No. 2 & 3 between St. Louis and Jersey City, N. J.

I am addressing this letter to you to call to your attention the extreme difficulty I experience in securing food on B. & O. Train No. 3 when Dining Car Steward Murry is in charge of the diner on that train leaving Jersey City. The porters experience no difficulty with the other regularly assigned stewards.

I have been told by two B. & O. Dining Car Inspectors that the B. & O. rules require that porters be fed leaving Plainfield when standard time is in effect and leaving Wilmington when daylight saving time is in effect. In accordance with this information I have arranged to eat my breakfast in Jersey City at about 10 A. M. in the belief and with the understanding that I would be able to eat again leaving Plainfield at about 4:25 P. M. On trips where the dining car is in charge of other stewards we are permitted to eat leaving Plainfield. However, Steward Murry usually refuses to permit the porters to eat, putting them off from time to time, with the result that unless an issue is made of the question the porters do not get to eat at all.

On the trip leaving Jersey City November 8, 1950, I went to the diner leaving Plainfield as I had been instructed to by the B. & O. Dining Car Inspectors. Steward Murry flatly refused to feed me. He told me to come back leaving Wilmington at 7:27 P. M. Even though I had not eaten since some time before 10 o'clock that morning, I said nothing but followed his instructions.

Upon leaving Wilmington, I again went to the diner and again the steward refused to sell me food. The matter was then put up to the Train Conductor who advised the steward to feed me. The Train Conductor told me personally that I should be fed. However, the steward continued his refusal to sell me food. He told me that he was going to wire the Dining Car Manager, Mr. McAbee at Baltimore and have him give a decision on the matter of feeding porters. He kept me waiting until we arrived Baltimore, at which time I learned from the Stationmaster that no wire had been sent to Mr. McAbee. After leaving Baltimore this steward continued to refuse to sell me food even though though I told him that the lack of food was causing me to become ill. It was 9:30 P. M. before I was permitted to eat, which meant that I had been kept without food for 11½ hours. This was in direct violation of what the B. & O. Dining Car Inspectors told me the rules are.

COPY

I am therefore requesting that the Pullman Company contact Mr. H. C. McAbee, Manager of the Dining Car Service of the B. & O. Railroad at Baltimore and request him to straighten out this Steward. I think that it is obvious that it is well nigh impossible to render the high type of service to the passengers that all of us want to render and are trying to render while working under the circumstances as described above. This lack of food seriously upset my stomach and I underwent after effects even after arriving home.

I am also forwarding a copy of this letter to the International President of the Brotherhood of Sleeping Car Porters and requesting him to take whatever actions he deems necessary. A copy of this letter is being transmitted to Mr. J. P. Leach through the office of Mr. M. P. Webster at Chicago.

Respectfully yours,

C. D. Miller, Porter
St. Louis District.

COPY

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
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SOUTHWEST ZONE HEADQUARTERS
T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Bldg.
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

November 21, 1950.

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters
217 W. 125th Street,
New York City 27, N. Y.

Dear Brother Randolph:

Enclosed is a written statement made by C. D. Miller relative to an unfavorable situation that developed in a dining car. You may read it for what it is worth.

I might add that Dewey has been charged on two occasions with pulling a one-man sit down strike in diners because apparently he wants them to feed him when he wants to eat regardless to the rules stewards have for feeding Pullman porters. I promised him I would send a copy of his statement to you and also a copy to Brother Webster. It is possible he may come in your office to talk with you about it.

Fraternally yours,

E. J. Bradley.
E. J. Bradley
International Vice President.

EJB/op
Encl.

Brad

November 21, 1950

Mr. E. J. Bradley
Third International Vice-President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Mo.

Dear Brad:

Concerning your letter of November 2nd in which you discuss the question of pension, may I say that my pension plan is simple. It is as follows:

1. The Brotherhood is depositing fifty thousand dollars in the bank for purchase of said amount of government saving bonds that will earn interest, and will set them aside as a pension fund. Since no two of the Brotherhood officials will retire at the same time, the interest on this Fund will help to provide a pension for the first official who retires.

2. Give to the official who retires the full amount of his salary for three years or the interval between conventions. This means that the yearly salary of an official will be multiplied by three and given to him in a lump sum upon retirement.

3. At the end of the three years following his retirement, he shall be given $200 a month as a regular pension.

4. If he should die after three years, his widow shall receive one hundred dollars a month as a pension, provided she does not remarry.

This is in brief my pension plan. It is simple, but I think it will work. Of course, it will have to be accepted by the Board before it can be put into effect.

Fraternally yours,

A. Philip Randolph
International President

AFR:RB

Brad

November 29, 1950

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

Just a word to thank you for your letter of November 21st with copy of letter from C. D. Miller to Mr. T. C. Birch, District Superintendent concerning the question of his being served in the Dining Car. I would suggest that you have a talk with Brother Miller and advise him that it is not good strategy for him to take the question of his being served in the dining cars into his own hands and attempt to adjust it since it may result in his becoming involved in some unfavorable situation. If there is a question of his not being served in the dining car, it needs investigation, which ought to be left to the Brotherhood.

I have not seen Brother Miller, although he was here in the office during my absence,but if he should come in, I shall be glad to talk with him about the matter.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
First International Vice-President
3947 Drexel Boulevard
Chicago 15, Ill.

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
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T. D. McNeal, International Field Organizer
413-14-15-16 Peoples Finance Building
11 N. JEFFERSON STREET
ST. LOUIS 3, MISSOURI
Franklin 0033
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

December 14, 1950.

Mr. A. Philip Randolph
International President,
Brotherhood of Sleeping Car Porters
217 W. 125th Street,
New York City, N. Y.

Dear Brother Randolph:

Brother Clyde Lewis, President of the T. & N. O. Train porter Local called me from San Antonio yester, and told me that the Townsend crowd of the C. I. O. was getting authorization cards signed by the T. & N. O. Train porters in an effort to have them join up with the C. I. O.

Brother Lewis also advised me that as an opposition to their move he was also having authorization cards signed. He claims there is very little headway being made by the opposition except in Houston. He feels they have had some success there because quite a few of the men in Houston have a complaint ofsome kind and therefore are not in the organization. I advised Brother Lewis to continue getting authorizations cards signed over the entire system if possible so that if and when a mediation board election is held we will be in a position to win it.

I just received a letter today from Brother Webster, claiming that a News item appeared in the Amsterdam Weekly to the effect that the Transportation Workers, C. I. O. were making huge inroads through their raid on the Brotherhood of Sleeping Car Porters.

Brother Webster further stated that a Pullman porter named Wesley Walker who works out of the Chicago, Western District is the chief organizer for the Transportation Workers, C. I. O. group. Web says he has made very little headway in Chicago so far. I think you could give Brother Lewis better advice perhaps than I have given him on how to combat the situation on the T. & N. O. We must get rid of Townsend's crowd through some manner. I will appreciate hearing from you on this matter.

Fraternally yours,

E. J. Bradley.
E. J. Bradley
3rd Int'l. Vice President.

EJB/op

Brad

December 20, 1950

Mr. E. J. Bradley
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Brad:

I note your letter of December 16th informing me that Brother Clyde Lewis President of the T&O Train Porters Local called you from San Antonio to inform you that the Townsend crowd, CIO was getting authorization cards signed by the T&O train porters.

If the situation becomes serious, we will have to have McNeal get one of the T&O men and cover the system to off set the campaign of the Townsend crowd among our men. It will be well for you to tell Brother Lewis to keep you informed of developments.

In the meantime, I would suggest that you and Mac draft a strong letter on the question of the Brotherhood being the only hope and salvation of the T & O train porters and that there are no railroad unions in the CIO of consequence, and send it all the T&O porters, financial and unfinancial. I would suggest you send such a letter to these men once a month.

Now since the T&O men aremembers of the Brotherhood, I don't see any use in having them sign authorization cards. Our problem is to keep them from signing CIO authorization cards. If they do sign them, then our problem is to keep them from voting CIO.

One Wesley Walker, Pullman porter of Chicago attended Quill's Transport Workers Union-CIO convention here in New York and made a speech on what the Transport Workers Union was going to do to organize the Pullman porter. Naturally, the Amsterdam News, a Negro weekly, which is always looking for some sensational matter to spread on its front page, grabbed this statement and put it on the front page because they do not like the Brotherhood anyhow. But of course nothing will come of it, at the same time, we have to keep on the alert and keep up our propaganda to kill it. This of course is what we are doing.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

CHARGE TO THE ACCOUNT OF

CHECK SERVICE DESIRED OTHERWISE MESSAGE WILL BE SENT AT FULL RATE			
DOMESTIC		FOREIGN	
FULL RATE		FULL RATE	
DAY LETTER		CDE RATE	
NIGHT LETTER		URGENT	
SERIAL		DEFERRED	
RESERVATION		NIGHT LETTER	
TOUR-RATE		SHIP RADIO	

Postal Telegraph

CHARGE ACCOUNT NUMBER	
CASH NO.	TOLLS
CHECK	
TIME FILED	(STANDARD TIME)

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities

Form 2-C

Mr. T. D. McNeal
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

MEDIATOR MURRAY AT STATLER HOTEL, ST. LOUIS, JUNE 16TH TO MEDIATE DISPUTE BETWEEN THE BROTHERHOOD OF SLEEPING CAR PORTERS AND MISSOURI PACIFIC RAILROAD. REQUEST YOU WIRE SAME TRAIN PORTERS THAT WERE IN CONFERENCE WITH US TO BE PRESENT. WILL HAVE WEB TO COME OVER. KINDLY REPLY BY WIRE IMMEDIATELY.

A. PHILIP RANDOLPH

~~Fir Rate~~
McNeal 9th

WESTERN UNION

1201-B

R. B. WHITE
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

CHECK

ACCOUNTING INFORMATION

TIME FILED

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

To MR. E. J. BRADLEY, 2ND INTERNATIONAL VICE-PRESIDENT 19

Care of or Apt. No. BROTHERHOOD OF SLEEPING CAR PORTERS

Street and No. 11 NORTH JEFFERSON STREET

Place ST. LOUIS, MISSOURI

YOU NEED NOT PLAN TO COME TO WASHINGTON FOR FEPC CONFERENCE. BROTHERHOOD WILL BE SUFFICIENTLY REPRESENTED.

A. PHILIP RANDOLPH

Sender's address for reference

Sender's telephone number

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
CORRESPONDENCE

Brown, Theodore

1949-51

Batten, Barton, Durstine and Osborn, Inc.
383 Madison Avenue, New York 17, N. Y.
Advertising

May 10, 1949

Mr. Theodore Brown
Research Director
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Mr. Brown:

As per our telephone conversation today, I am sending to you herewith a copy of MAMBA'S DAUGHTERS.

I will appreciate it if you will read it as you suggested and let me know your opinion as to whether or not this play would be suitable from your point of view for sponsorship by our client, U.S.Steel, in its program The Theatre Guild on the Air.

You might bear in mind as you read it that our adaptation can be as free as we care to make it, which of course could include the altering of any part of the play we might feel needed alteration, etc.--and of course, it will be considerably cut since our radio version would be less than an hour's playing time, the difference being the time allotted for U.S. Steel's commercials.

I will hope to hear from you when you have had time to read the play.

Very truly yours,

George Kondolf

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

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AN INTERNATIONAL UNION
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217 WEST 125th STREET
(Room 301)
NEW YORK 27, N. Y.
MO 2-5080-1
Nights, Sundays and Holidays
UNiversity 4-8262
440

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Black Write

May 11, 1949

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
11 North Jefferson Street
St. Louis, Missouri

Dear Chief:

The advertising firm of Batten, Barton, Durstine and Osborn, Inc., New York City, called me today. This firm is the advertising agent for the United States Steel Corporation of America. As part of their program for this steel company, the agency conducts a weekly program over the national hook-up of the American Broadcasting System, entitled, "Theatre Guild of the Air". Each week they select a play which they feel will attract and interest millions of radio listeners.

Currently they are considering producing DuBois Hayward's "Mamba's Daughters". You may recall that several years ago Ethel Waters had the principal role in this play on Broadway. Specifically, the advertising agents for this corporation called to get our opinion about the advisability of putting on this play, because they stated that they do not want to run contrary to the best interests of the Negro people, as you and Walter White might interpret those interests.

Earlier today Mr. George Kondolf of the advertising firm stated that he had already talked to Walter White about the play. I stated that I could not give an opinion until I had had the opportunity of rereading the play, inasmuch as it has been several years since I read the story. This meets with their approval, since Walter White, according to Mr. Kondolf has also requested time to reread the play.

Unless I hear from you to the contrary, I shall submit an opinion to them, after I have read the play. It is my understanding that they are only consulting us and Walter White.

I previously stated over the phone, however, that we could not with conscience approve anything which might improperly leave the stereotyped American opinion of Negroes more intrenched so as to perpetuate any of the false racial conceptions present today.

A few days ago, I talked via telephone, with an agent of the Curtis Publishing Company who informed me that their publication, "The Saturday Evening Post" in its issue of May 21st, will publish a story dealing with the work and daily life of a Pullman porter. Although I am not in the habit of reading "The Saturday Evening Post", I understand that they have been running a series of articles dealing with well-known interesting occupational job histories.

The porter chosen by the publishing company is Mr. Samuel Josephs, who at the time of the writing of the story and taking of pictures, operates on the Orange Blossom Special and resides at 111-25 140th Street, Jamaica, Long Island. According to our records here in the office, Porter Josephs is a member in good standing.

Obviously, the publisher is interested in getting as much circulation among the general public throughout the nation as possible. I informed the publishing company that I would comply with their wishes of carrying an article in our paper dealing with the story, but as to what treatment the article might get depends on how they have treated the story, inasmuch as we had not been consulted in the embryonic states of the project.

Further, they intend to send literature for use on the bulletin boards, so that all may know when the story appears. I thought you should know of this project.

Brother McNeal informed me last week that he had not received the photographs taken at the recent Houston conference, from the photographer. I am looking forward to receiving your notes and accounts on the recent Southwestern Conference, inasmuch as everything is in readiness but your material. Since the story of the Houston conference is to take up the entire middle pages of our paper, it is imperative that I hear from you at your earliest convenience. The processes of typing same in this office for submission to the printer, checking the galleys, rechecking the page spread and final submission to the printer will naturally take a few days. It is because the month is one-third gone that I shall appreciate any efforts you and Brother McNeal can put forth toward rushing to me the story of the conference.

Fraternally yours,

Brownie

Theodore E. Brown
Director of Research

TEB:RB

May 18, 1949

Mr. George Kondolf
Batten, Barton, Durstine and Osborn, Inc.
383 Madison Avenue
New York 17, New York

Dear Mr. Kondolf:

I have grave doubts as to the suitability of Mamba's Daughters as a possible presentation on Theatre Guild of the Air. While the play is really first-rate and probably would make good radio drama, I should like to point out several factors about it which might prove objectionable to a large segment of the Negro population. No matter how powerful and logical the development may be, and notwithstanding the heroic proportions which the protagonist assumes, the drama can be reduced in essence to a stereotyped description of Negro life.

First, it presents a plantation setting and a series of servile, dialect-speaking, spiritual-singing, childlike characters. This type of portrayal of the Negro as a "handkerchief head" on the screen, stage or radio, is resented by Negroes generally. The counterpart of the white characters as masterful and paternalistic is almost equally resented, regardless of how benevolent or wise and, as in this case, really admirable they may be. In addition, the play delineates other characteristics which are a part of the stereotype of the Negro. These may be summed up briefly in the very terms which are generally used in the traditional description:

1. "criminal instincts"—witness the drinking, gambling, fighting, cutting, killing, running afoul of the law, serving time in jail.

2. "loose family ties and indiscriminate sex life"—the examples are too numerous to list, but I might say, in passing, that three successive generations of illegitimate progeny is just more

than most Negroes would enjoy hearing about on a national hookup on a Sunday evening.

I question whether any adaptation of the play can eliminate what will be viewed as objectionable features, as they are at the very core of the story. Perhaps the Negro group is indeed oversensitive about such matters, but a minority people who are still in the midst of a fight for status and acceptance as first-class citizens are wary of any portrayal of their lot which they construe as uncomplimentary. I do not think it is so much shame over a humble background as it is mistrust of the discriminating powers of the white listening public. There is no denying that the radio is a most powerful medium for molding opinion. Too much work has still to be done in tearing up the old stereotype and substituting the picture of just another American, of darker skin perhaps, but possessing the same essential dignity and character as all others.

In view of the fact that United States Steel's sponsorship of the Theatre Guild of the Air is a bid for good will, frankly, I seriously doubt the wisdom of presenting a play which might create definite ill-will in some quarters. The type of Negro who listens to the Theatre Guild would be the one most likely to object.

Kindly accept my appreciation for your thoughtfulness in securing our views on this play. We appreciate your desire not to do harm to the more than fifteen million Negro citizens who are striving for complete acceptance and integration in all phases of our American life. If we can be of any help to you in future undertakings, kindly feel free to call upon us.

With every good wish, I am

Sincerely yours,

Theodore E. Brown
Director of Research

TEB:RD

Black Worker

MEMORANDUM

To: Mr. A. Philip Randolph May 18,1949

From: Mr. Theodore E. Brown T.E.B.

Re: Recent Developments

Pursuant to our conversation, I am, herewith attaching for your study:

1. Newspaper accounts of your testimony, presented by me, on Tuesday before Powell's Sub-Committee.
2. Copy of letter to me from Batten, Barton, Durstine and Osborn,Inc. concerning the use of "Mamba's Daughters" on the radio, sponsored by United States Steel.

Tomorrow, the A.F. of L. along with representatives from state FEPC commissions are scheduled to testify before Powell's Sub-Committee on H.R.4453. The bill is the Administration's bill, and Powell states that it was drafted by the Attorney General.

Also scheduled to testify tomorrow, May 19th, is Representative Brook Hays of Arkansas, who will go before the Committee with his views on how to handle the civil rights program.

Yesterday, May 17th, Martin Quigley appeared on behalf of the National Council and presented a short, but very fine statement.

Congressman Powell seems to be doing a good job in conducting these hearings.

Again I would like to remind you of an article released today in the Saturday Evening Post of May 21, 1949, entitled "The Pullman Porter" by Richard Thruelsen. I have prepared an article for our paper dealing with the story in which I pointed out that the great weakness, in my opinion, is that the publisher failed to describe the role of the Brotherhood in bettering the working conditions and bringing a degree of moral dignity to Porter Samuel Josephs, the subject of the article.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

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ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Black Worker

July 27, 1949

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
638 Prior Street, Apt. 8
Vancouver, B. C., Canada
c/o Mr. Ernest Lawrence, Secretary-Treasurer

Dear Chief:

Just a note to assure you that I am working night and day on the proceedings. Rosenberg's cooperation has been very good since our meeting in your office several weeks ago. However, nothing was done on them for the first two weeks in July inasmuch as the printer's shops were closed. Mr. Rosenberg is now in the fourth week of his vacation. His son opened the shop and is continuing where his dad left off with the proceedings.

Frankly there isn't much more work, that I can see, that needs to be done on it since the galleys have been read twice and the final page proofs have been finished and returned. This afternoon I am to pick the cover out. I am constantly conferring with young Rosenberg but he seems reluctant to venture a probable date of receipt of the finished job.

I just wanted to reassure you that since our meeting the cooperation has been much better, but I still feel that the principal delay in the proceedings is the allocation by the printer of insufficient metal which causes constant remelting of same.

With reference to the Black Worker, the printer has been quite cooperative. Although he was completely closed from July 2nd to July 18th, he had the paper delivered last Thursday, July 21st, and they all were placed in mails in time for destination delivery in the month of July. I am busy now preparing the August issue of our publication.

At long last the finished report on the survey of the Airline Porters has been assembled and typed and I shall forward it to you this week inasmuch as you may have more time to study it away from the office. This is the report begun many months ago and which was ready in the spring of last year but until additional help was acquired to continue where one of the stenographers left off last year, it was impossible to complete.

The report on the Union Health and Welfare Survey is much longer and more detailed but is finished and being assembled. Perhaps because of its bulk it might be better that I keep it here and give it to you upon your return. I am still working on the survey of the Union Officials Personel Plan and will probably have that completed in a few weeks although I might have to delay working on it for a while as I have two articles to write in your name for different publications.

I received your referral concerning the article for Labor and the Nation which I am preparing in the evenings at home because I believe this is a good opportunity to express our views in a worth while publication. I have also prepared an article for a German newspaper in your name and for publication in that country. I wrote to you about this sometime ago.

I have made an appointment to consult with a company down town in an effort to get some ideas to give to you concerning the plaque for President Green of the A. F. of L. at the next convention of the Federation.

My schedule calls for starting the organizing of a Labor Educational Outline for use of our locals in helping to better acquaint them with the history, philosophy and politico-economic functions of the trade union movement in a democratic society. I plan to make it practical but at the same time basic.

On Tuesday and Wednesday of last week, I attended, at the request of Secretary George Meany of the A. F. of L., a joint meeting of Labors League for Political Education and the National Legislative Council of the A. F. of L. This was one of the biggest meetings ever held by the two groups and its main purpose was to devise the political strategy now that organized labors' efforts have been unsucessful in the fight for the repeal of the Taft-Hartley Law. At the same time, the financial strudture of Labors' League for Political Education was throughly discussed. This meeting was presided over by President Green. We were thinking primarily of the 1950 congressional elections.

As you perhaps know, the League for operative purposes has two phases; one political and the other educational.

The unions are urged to contribute to the educational fund on a basis of ten cents per member from their own treasuries. The fund for the political activities of the league are still to be raised in accordance with governing Federal laws by voluntary contributions. At our meeting last week it was decided to urge each A. F. of L. member to contribute at least two dollars to the political fund of the league.

The meeting which numbered close to 250 and was held at the Hotel Statler, was participated in by a few members of Congress including Senator Hubert Humphreys of Minnesota. Heads of all State Federation of Labor and Central trade council affiliated with the A. F. of L. were present.

In the light of this recent meeting, I suggest that you give this matter some thought and consideration in connection with our financial responsibilities in the program.

I am getting much better organized in our work since the additional help and have been giving some thought to certain techniques for national and local educational programs which I will discuss with you upon your return.

With every good wish for a healthful and successful trip, I remain

Sincerely and fraternally,

Browne

Theodore E. Brown

TEB:CO

P. S. Bill Worthy arrived in town on Sunday night, July 24th.

MEMO

October 20, 1949

To: Mr. A. Philip Randolph, Int'l President
From: Theodore E. Brown, Director of Research T.E.B.
Re: Black Worker, Educational Program, Politics

I have decided not to run a full page spread in the November issue of the BLACK WORKER for the following reasons:

1. There is not one ready at this time.

2. Prime Minister Nehru's address at Columbia University on Monday, October 17th was of tremendous importance, interest, and great significance. The fact that he discussed problems dealing with Asia, the world situation and racial minorities makes it of such interest that I believe we would be wise in carrying a re-print of his speech in our publication.

3. Your letter to the editor of the Times which was carried in that paper in the issue of Sunday, October 9th, has resulted in much interest and favorable expressions from the non-communist groups. I believe that by carrying it in our paper, it would reach many channels especially in our membership throughout the country and Canada who have little contact with the New York Times. You may be interested to know, while on the subject, that the Times printed Patterson's (Civil Rights Congress) reply to your letter in its issue of Monday, October 17th.

Carrying both yours and Nehru's speech will create a problem of space in our paper and that is why I feel, for the November issue, we could dispense with the full page spread.

Miss Brandon is still very busy trying to complete your most recent editorial, BROTHERHOOD JOINS RAILWAY UNIONS QUALIFIED TO SELECT MEMBERS FOR THE NATIONAL RAILROAD ADJUSTMENT BOARD. The great length of this editorial which at this writing is thirty-two pages and still being typed, makes it necessary that it be run in parts in several issues of the paper.

I shall appreciate as much BSCP news dealing with your trip as frequently as possible; especially can I use some pictures of BSCP happenings.

With reference to our educational program, you might be interested to know that I have started collecting names of BSCP members of the New York Local who are interested in the formation of a Glee Club. I have gotten some good leads for our whole educational program. Brother Bynun, whom I have occasionally consulted in reference to what he might consider to be the desires of the men, states that he believes our educational program can be a success in this area. I am spending some time on this phase of our activities because it is, no doubt, one of the great areas of necessary development.in the building of our organization.

I have herewith prepared and attached a preliminary draft of the educational program. The section dealing with courses for the men will of necessity have to be prepared for our specific purpose and I shall write a form outline which can be used by the zone and local officials inasmuch as our courses should be dealt with in a manner suitable for absorption by porters and should not be too academic.

I have been in contact with Mark Starr, of the International Ladies Garment Worker's, Miss Eleanor Coit, of the American Labor Education Service, and Mr. John Conners, Director of the Worker's Education Bureau. Mr. Conners has assigned one of his field men to work with me on the project. I have also been in touch with the New York State School of Industrial and Labor Relations of Cornell University and have received their promise of full cooperation.with our program.

No doubt Miss Alves has forwarded to you some of the replies that we have received from railroad officials regarding passes. The pattern of denial, you probably will agree, seems to be very consistent but I shall continue to study the issue to see if there are any angles for development.

This morning I received your note regarding Governor Driscoll's statement. I sincerely agree with you that the Governor deserves whatever help we are in a position to render. I shall get the Driscoll statement out this afternoon and send it to Mr. Morrow per his request to you.

Several weeks ago I informed Earl Brown, who is running against Ben Davis for the Council here in New York, that I would aid in his campaign inasmuch as I am vitally concerned with the basic issue of identifying our local community with a non-communist political, economic and social program. Although I am not concerned with the political party, I do feel that a vigorous, forthright and affirmative fight should be made on the Communists who are waging a well planned and very energetic campaign notwithstanding the decision of last week in the Communist trial.

Last night, October 18th, I attended the Foreign Language Press Dinner given at the St. Moritz Hotel for Oren Root. I have been receiving correspondance from him since his talks with you regarding his campaign for President of the borough of Manhattan. I have decided to help in whatever way I can because I think he is a fine type of person but more so because I remember with admiration his efforts in our behalf regarding the FEPC issue.

Although I am not interested in what is generally considered practical politics, I do believe that times arise when certain issues or personalities merit support because of the issue and the individual rather than party affialiations. However, as our research and educational work is developing and requiring more time, but at the same time pregnant with interest, I shall not be in a position to spend much effort in the political direction.

Several weeks ago, I composed a letter, attached herewith, for Billy Bowe which is self explanatory. It produced the desired result as Billy tells me that Grant Reynolds will be assigned to help in the Jersey elections.

P.S: Last night I had the great pleasure to shake hands and chat briefly with Prime Minister Nehru at the Commodore Hotel dinner for John Dewey.

P.S: Attached is a copy of the Driscoll statement

Black
Worker

October 26, 1949

Mr. Theodore Brown
Managing Editor
Black Worker
217 West 125th Street
New York City, New York

Dear Brownie:

Received letters and material on Brotherhood's Workers Educational Program. I think it is quite good. Glad you met Nehru of India.

It's quite proper to carry the statement by him and my letter of the Times. I will send you some material for the next issue of the Black Worker.

Fraternally yours,

A. PHILIP RANDOLPH
International President

APR:ysm

COPY

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This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

W. P. MARSHALL, PRESIDENT

1201

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DL=Day Letter

NL=Night Letter

LC=Deferred Cable

NLT=Cable Night Letter

Ship Radiogram

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QTH 1 STRAIGHT DEC 4 1950=

THEODORE E BROWN WHITE HOUSE CONFERENCE ON CHILDREN
NATIONAL GUARD ARMORY HEADQUARTERS WASHINGTON DC.

KINDLY CALL ON SENATOR JENNER TODAY AND ADVISE HIM THAT THE BROTHERHOOD OPPOSES ATTACHING FEPC BILL AS RIDER TO RAILROAD UNION SHOP BILL. CALL ME FOLLOWING CONFERENCE WITH HIM.

A PHILIP RANDOLPH

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

TELEGRAM SENT MARCH 1, 1951 by T. E. Brown

MR. WILLIAM GREEN
PRESIDENT OF THE AMERICAN FEDERATION OF LABOR
A. F. OF L. BUILDING
WASHINGTON, D. C.

MY HEARTIEST CONGRATULATIONS FOR THE FIGHT THAT YOU ARE PUTTING UP IN BEHALF OF ORGANIZED LABOR AND THE WORKING PEOPLE OF OUR NATION. I WANT YOU TO KNOW THAT THE BROTHERHOOD OF SLEEPING CAR PORTERS IS BEHIND YOU ONE HUNDRED PERCENT IN THIS EFFORT FOR A JUST AND HONORABLE CHANCE TO CONTRIBUTE IN THE DEFENSE MOBILIZATION PROGRAM. KEEP UP THE FIGHT.

A. PHILIP RANDOLPH

March 1, 1951

Black worker

MEMORANDUM

TO: A. Philip Randolph

FROM: Theodore E. Brown T. E. B.

RE: White House Conference of Negro Leaders

Herewith attached are copies of letters and press releases prepared and sent by me. They are self-explanatory and are sent to keep you informed of developments.

You will note that I took the liberty to send in your name, a congratulatory telegram to A. F. of L. President Green and a letter to Mr. George Harrison, president of the Railway Clerks.

I feel these should be timely in view of the recent developments of labor on the mobilization front.

March 1, 1951

COPY

Mr. David K. Niles
Administrative Assistant to
President Truman
White House
Washington, D. C.

Dear Dave:

Permit me to thank you for your help in arranging the February 28th conference of the twelve Negro leaders with President Truman. We are unanimous in our feelings that it was a successful conference and I am happy that the President designated you as the member of his staff with whom we can work in an effort to achieve the program set forth in our six points to the Chief Executive.

In keeping with our objective and the suggestions of the President, I would appreciate your prompt efforts in arranging conferences with the Secretary of State, Mr. Dean Acheson and the Director of Defense Mobilization, Mr. Charles E. Wilson.

Further, I would appreciate notification of these conferences in sufficient time to allow the members of the group to convene in Washington. As you know, the twelve persons must come from various sections of the nation. It would also be helpful if the meetings could be scheduled for the same day or successive days so as to reduce the number of trips of the participants.

I need not impress upon you the great concern of the Negro citizens of this country for the opportunity to participate as equals in every phase of the current national emergency. Efforts which will eliminate the unrest and increase the equality of participation of all our citizens in the present mobilization program will aid the achievement of national unity.

I am hoping to hear from you at your earliest convenience with reference to the appointments for the meetings.

With cordial good wishes, I am

Sincerely yours,

A. Philip Randolph
International President

APR:TB

COPY

Sent to those of the original group who, because of limitations on the number, could not go in to the White House on Feb. 28

March 2, 1951

Dear Friend:

It is the unanimous expression of the group of twelve Negro representatives who attended the February 28th White House meeting that President Truman was cordial in his reception and sympathetic to our proposals. As a result of a request by the group for a member of the White House staff to work with us in an effort to achieve a program consistent with our objectives, the President designated Mr. David K. Niles, one of his administrative assistants.

I wrote Mr. Niles on March first requesting that conferences by arranged with Mr. Dean Acheson, Secretary of State and Mr. Charles Wilson, Director of Defense Mobilization at the very earliest convenience.

The group feels that it should remain intact through the period of the conferences resulting from the requests made to the chief executive of the nation.

Attached is a copy of the statement presented to Mr. Truman at the time. I shall keep you informed of the progress of this effort.

Sincerely yours,

A. Philip Randolph

March 2, 1951

Mr. George Harrison, President
Brotherhood of Railway Clerks, A. F. of L.
Hamilton Hotel
Washington, D. C.

Dear George:

Permit me to extend my heartiest congratulations for your appointment as Special Assistant to Mr. Eric Johnston, the Economic Stabilization Administrator. However, the unfortunate trend of the times makes such congratulations obsolete in view of the action taken by labor's representatives in resigning their posts in all of the mobilization agencies.

I heartily endorse, support and congratulate you and other union officials in such action. You are putting up a good fight and I want you to know that we are watching you and supporting you in this effort.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

COPY

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947-59 Drexel Boulevard
2nd Floor
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

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ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

THOMAS PATTERSON
Eastern Zone Supervisor

March 2, 1951

I want you to know that on March first, I wrote to Mr. David K. Niles of the staff of President Truman and requested that he arrange at his earliest convenience, conferences with the Secretary of State, Mr. Dean Acheson and the Director of Defense Mobilization, Mr. Charles E. Wilson.

You may recall that at our February twenty-eighth Conference, President Truman designated Administrative Assistant Niles to work with our group of twelve in an effort to develope a policy consistent with the six points raised at the White House meeting.

I have requested Mr. Niles to arrange these conferences as close together as possible, in an effort to reduce the number of trips of our group to Washington. I have also requested that we receive notice of the meetings in sufficient time to allow all of our members to reach the nation's capital.

I shall keep you informed of developments.

With cordial good wishes, I remain

Sincerely yours,

A. Philip Randolph

APR:TEB

Sent to the eleven participants in the Feb. 28th White House conference.

March 5, 1951

MEMORANDUM

TO: A. Philip Randolph

FROM: Theodore E. Brown

RE: Request from the Claridge Publishing Company

The Claridge Publishing Company, which as you know recently published THE INTERNATIONAL LABOR DIRECTORY, desires that you serve on the Advisory Board for their new project.

This project will be sort of a "book of the month club" for members of unions. I believe that they would like each union member to take at least three books a year from a pre-determined listing.

They plan to have a dozen people in this group of advisors of which the following have already accepted:

Carl Holderman - New Jersey, C. I. O.
John Connors - Director, Workers' Education Bureau- A. F. of L.
Theodore Khell - Director of Mediation, City of New York
Dorothy Bendix - American Library Association

I would appreciate your reaction to their request.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

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2nd International Vice-President
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3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Black Worker

August 17, 1951

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
11408 91st Street
Edmonton, Alberta, Canada

Dear Chief:

I didn't get away on August tenth on my vacation because of matters in the office, some developments on the Negro leaders' project and especially the August issue of our paper. However, as of the date of this letter I am leaving.

I would appreciate that inasmuch as we are on schedule regarding the paper that we remain so. I would therefore appreciate you rushing as much material as you can get ready on your trip so that I will be able to get the September issue out on time upon my return.

A few days ago I was in touch with the office of Director of Defense Mobilization, Charles E. Wilson in an effort to push him on the appointment of a Negro assistant and other Negro appointments for positions of policy both in the Mobilization office and the offices of Economic Stabilization, Price Stabilization and Wage Stabilization.

I have had some talks with Mr. Kreager, the executive officer to Mr. Wilson, and I am trying to see Mr. Martin, the Director of Personnel for the State Department at a time mutually convenient for Elmer Henderson and Clarence Mitchell to join me.

If you have any matters that you want to get me for, Miss Chadwick will be able to reach me.

Tish is very happy over the present from Paris and will thank you upon your return. It was very thoughtful.

With kindest personal regards and also my best wishes to Bennie Smith (if he is accompanying you) I remain

Sincerely and fraternally,

Brownie

Theodore E. Brown, Director
Research and Education

TEB:ab

RAILWAY LABOR EXECUTIVES' ASSOCIATION

G. E. Leighty, Chairman
3860 Lindell Boulevard
St. Louis 8, Missouri

A. E. Lyon, Executive Secretary-Treasurer
10 Independence Avenue, S. W.
Washington 4, D. C.

Michael Fox, Vice Chairman
Rm. 1309, 608 S. Dearborn St.
Chicago 5, Illinois

COPY

August 24, 1951

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th St., Room 301
New York 27, New York

Dear Sir and Brother:

I am pleased to advise you that at the meeting of the Railway Labor Executives' Association which was held in Washington this week favorable action was taken on your pending application for membership in the RLEA.

Your admission is effective immediately, of course. The next meeting is scheduled for Washington on October 3. Prior to that time a notice of the meeting will be sent out, together with an agenda. We hope you will be able to attend.

We will use the figure of 10,000 members, as stated in your letter of December 18, 1950, as a base for computation of the pro-rated costs of the work of the Association.

Fraternally yours,

/s/ A. E. LYON

Executive Secretary.

COPY

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
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3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Black worker

September 12, 1951

Mr. A. Philip Randolph
St. Francis Hotel
San Francisco, California

Dear Chief:

I was so busy in Washington the last few days that I did not get by Mr. Lyon's office for the copy of the letter. However, he has been kind enough to send it on to our office and I am herewith attaching copies of the same.

With the thought that you might misplace the original copy, I have given it to Miss Alves for filing. You will note that the letter dated August 24th states that the next meeting is scheduled for Washington, D. C. on October 3rd. I thought I should point this out to you in order that you could write to Mr. Lyon directly or advise us here what to do.

Inasmuch as I felt it appropriate to apologize for not getting by the Association's office, I did so in my own name.

I had several meetings, arranged by Mr. C. E. Wilson's office, with top officials of the Economic Stabilization Agency, the National Production Authority and Defense Production Administration. Further we held a conference with the State Department officials. At some of the meetings Henderson and Mitchell participated.

I shall get a letter out to the Committee of Twelve in your name and shall forward you a copy to bring you up to date.

Fraternally,

Brownie

Theodore E. Brown, Director
Research and Education

TEB:ab
Enc.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
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E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

Black Worker

September 14, 1951

Mr. A. Philip Randolph
St. Francis Hotel
San Francisco, California

Dear Chief:

Yesterday, September 13th, Walter White had a meeting in his office comprising about ten persons to discuss the forthcoming Senate Rules Committee hearing regarding amending the rules on cloture. In a very hastily manner, he is trying to arrange a program of prominent persons to testify at the sessions which begin October 3rd.

Mr. White requested that I ascertain whether President Green will be able to appear in person and support the Lehamn resolution which is one of several. The other resolutions were introduced by Senators Wherry, Ives and Morse. The date for President Green would be October 3rd and if he thinks that it would be convenient for him to appear then Senator Carl Hayden, Chairman of the Rules Committee will be so informed so that the committee will invite Mr. Green. Invitations to appear before the committee are not a matter for Walter White but for the committee.(Senate)

Negro organizations were conspicuous by their absence. My presence and Mrs. Eunice Carter rounded out a group which included a few representatives from some of the Jewish organizations.

Frankly, I think the whole procedure is being very hastily done and feel that many in the group including Aronson and Paul Sifton are of the opinion that Walter White is not really going about the whole matter properly. Unfortunately, because of the issue and the probable embarrassment, they do not want to ask for a postponement of the hearings until sometime in the early part of next year. Nevertheless, they intend to try to get such prominent persons as Bunche, Dulles and Mrs. Roosevelt to make personal appearances. As of this writing, they have no assurance that any of these persons will be available to testify.

I had nothing to say whatsoever at the meeting, but only agreed, when requested, to intervene regarding President Green.

I shall deeply appreciate you handling this matter and letting me know IMMEDIATELY BY RETURN TELEGRAM so that I can let Walter White know who in turn must pass the information on to the Rules Committee regarding Green's appearance.

Fraternally,

Brownie

Theodore E. Brown, Director
Research and Education

TEB:ab

21 September 51

Mr. A. E. Lyon, Executive Secretary
Railway Labor Executives' Association
10 Independence Avenue, S.W.
Washington 4, D. C.

Dear Sir and Brother:

This is to acknowledge receipt of your letter of August 24, 1951 advising us that our application for membership in the R.L.E.A. was favorably acted upon.

I note that the next meeting is scheduled for Washington on October Third. I will be unable to return from the Pacific Coast by that date and hereby advise that I shall be represented by Mr. Ashley L. Totten, International Secretary-Treasurer of our Brotherhood. Kindly send Mr. Totten the notice and agenda.

Fraternally yours,

A. PHILIP RANDOLPH
International President

COPY

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS

CORRESPONDENCE

Dellums, C. L.

1941-43

#1

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

December 11, 1941

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York City

Dear Chief:

I am forced to appeal to you on the question of the Spokane Reports. Brother Strong just will not send his reports in regularly and I think you should write him and also J.J.Johnson, the President, and demand that Brother Strong send in the reports if he is going to remain as secretary.

He again owed us three months reports until I wrote J.J.Johnson the President about it and just a day or so ago we received the reports for September and October, though the November report was also due. J. J. Johnson takes the position that we need Strong so badly that we have to "woo" him, to use Johnson's own expression. Now, I want to particularly call your attention to the fact that this condition is not a condition that has existed since last Convention. I have always had trouble in getting Strongs reports. I am going to give a brief outline of the times his reports were not in properly. He started the First of April, 1938. In May he sent the April report all right, but the second Month in office he failed to send in his report because I did not receive the May report until way up in July, after I wrote him about it. Then he skipped his June report and finally during the latter part of August he was able to get together both the June and July Reports wh ch brought him up to date. We did not get the August report until October. This means that he skipped a month again, without sending in his report. Then he did not send in September, October nor November reports on time. But after writing several times we finally got the September report out of him in December. This was all in 1938, during his first year in office.

Then, January 1939 when he owed us reports for October, November and December, we got the October report in the early part of January and the Nov. report the latter part of January. The December report finally came though in February. Again, we couldn't get another report from Strong until April.

That is, the first part of April and the latter part of April we got his February report. We got no report during May, but the first part of June, we received the March report. So, you can see that he has held back all along. In July we received the April report. He skipped August again and in September, we received the May and June Reports but he still held back July and August. We received reports from him in August and November, but he still held back two months. In December 1939, he skipped again and was three months in the arrears with his reports.

We received one report from him in January 1940. Two in February and One in March: no report in April nor May which means that he was three months in the arrears again. During June and July he finally got his reports off. However October and November he sent no report and December, when he owed for three months, he send one.

This brings him up to January 1941, when he caught up. However, he started skipping again April of this year. We heard from him in May but he skipped again in June. We heard from him in July and August and September, but we didn't hear from in October and November. Therefore the fifth of December he owed for ~~three~~ two months again. As stated above, after writing a couple of times we finally got/reports from him a few days ago.

I gave this outline so that it wouldn't appear as if ~~there~~ was any ill feeling toward Strong as a result of the last Convention. The outline shows that he is a very poor secretary and just refuses to send his reports. There are only about a dozen men there and certainly it wouldn't be any trouble to send the repor once a month. Therefore, I am appealing to you to send him a strong letter with a copy to J.J.Johnson, insisting upon the reports being in the Zone and National Offices by the fifth of each month, in accordance with instructions.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:eb

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

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E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

December 31,1941

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York City

Dear Chief:

A Southern Pacific Lounge Car Attendant by the name of Brown was in to see me stating that he wrote you about the possibilities of the S.P.Lounge Car Attendants joining the Brotherhood and that you wrote him back in the affirmative. However, he didn't have the letter to you nor your letter to him. He had spoken to me once or twice before on the matter and I had informed him that we were not attempting to take any men away from any other union. You see, Dining Car Cooks and Waiters Union of the Southern Pacific has a Contract covering Lounge Car Attendants. I explained to this fellow what would have to be done in order to change that representation and that we weren't interested in it because we would naturally be changed with raiding another organization and I further pointed out to him that he was the only one interested in this matter and that was because he didn't like the officials of his union.

This guy is another combination waiter-lawyer, that is, he wants to be a lawyer, but I think he has failed to pass the bar so amany times that they refuse to let him take any more examinations. He never went to Law School but studied under a local lawyer and just has enough law to be a fool. The first time he came to me about this matter, he admitted that none of the other Attendants had said anything to him about leaving the Dining Car Cooks and Waiters and coming to us and told me that he wanted the job of organizing them. I told him then that he couldn't use the Brotherhood to fight his grudge battles against the present leadership of the Dining Car Union. He admitted that he hasn't been a member for several years. I went over this matter again with him a couple of days ago when he was here, and I don't think he liked our conversation very well because I had to tell him that we weren't going out raiding other organizations in an attempt to satisfy any sore-heads. I have known Brown for nearly ~~two~~ 20 years so I know what I am talking about so far as this individual is concerned.

Fraternally yours,

C. L. Dellums

C. L. Dellums,Supervisor

Sent to all Vice-Presidents.

January 8, 1942.

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.

This is to advise that the Pullman Company has acceded to the Brotherhood's demand for ten cents wage increase per hour, or $24 a month, and nine cents for back pay, or $21.60 per month for the three months period.

I want to advise that you send out letters to all the members of your zone immediately for the payment of the tax of $12. I am naming the tax Brotherhood Defense and Convention Tax. I would urge them to pay this tax out of the back pay. Advise them that the tax is required to be paid within 60 days, and after three months if the tax has not been paid the member is unfinancial and no more dues will be accepted until the tax is paid. This is a great victory for the Brotherhood, and no porter, attendant, maid, or bus boy should refuse to pay the tax.

Also send out letters to the train porters, chair car, coach and parlor car porters in your zone that work for railway carriers with which the Brotherhood has agreements. All of these classes of workers are expected to pay the tax also. Now, train porters will receive 9½ cents wage increase or $22.80 per month. The chair car porters will receive the ten cents or $24.00 a month.

Fraternally yours,

A. Philip Randolph
International President

apr/af

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

January 3, 1942

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

Under date of December 22, I had a communication from you from New York in which you stated that you had not reached an agreement with the company because the management was still holding out to put our men in the operating department because that recommendation was for less money than for those in the non-operating department. You stated that you were going back next week, which would have meant the week of December 29th. That is the last thing I have heard from you concerning the negotiations. I never heard anything from Brother Webster concerning them.

Now porters from every distfict h which operates into here were cmming in seeking finformation concerning the raise and,naturally, I gave them the information that you had given me as outlined above. Some of the boys got to arguing among themselves concerning what information I gave them and the information they heard from porters. Finally, some Chicago boys came in and asked b about the negotiations and,after I told them , they produced a letter Brother Webster had sent the membership postmarked December 27th in which he told them that the Brotherhood had negotiated a substantial raise was setting a special meeting and also announcing the Tax. I think you can appreciate the position I was placed in when I was telling the men that we were still fighting with them over whether or not we were in the operating or non-operating department and for these men to have come all the way from Chicago with a letter they received before they left Chicago announcing the settlemet. Now, I find that the settlement is being published in the newspaper this weekend. Newspapers have been published in the East and shipped out here with far more information than that an International Vice President of the organization has.

Really,Chief, we ought to be beyond the days when officials of the organization must get their information from Chicago porters or weekly newspapers. I hope that the boys in the other Zonews were not in the same position and that they received the information and that it was just an oversight in getting it to me.

I hope you will take time out to see that I get the high-lights of the negotiations and complete information concerning the Tax.

I had a letter from New York in which was enclosed a communication addressed to the Presidents, Secretary-Treasurers, Chairmen af Committees, and members. The subject was:"Brotherhood Defense and Convention Tax" under date of December 26th. Now, I naturally wonder how this will be handled. Will New York run enough of them off and send out so that they can be distributed to the entire emembership? Will Each Zone have to get their own out or each Local its own? I note that communication a reference to a Tax Card Case. I am assuming, or maybe I shouldn't assume and should inquire as to how the cases shall be handled. Will they be handled through the Zone Headquartsrs or will New York send them directly to each Local?

Fraternally yours,

C. L.

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:eb

Dellums

January 6, 1942

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.:

I note your letter to Judge Hastie about the attitude of the commanding officer on the matter of porters sleeping in the same car with soldiers under his control. I am glad you brought this matter to the attention of Judge Hastie. I am sorry you did not get the officer's correct name but if it is Hindenberg, it is two strikes on him to begin with.

We must present these cases as they arise from time to time, as you are doing. We are bound to get some action.

May I wish you a Happy New Year.

Fraternally yours,

A. Philip Randolph
International President

APR:ef

January 5, 1943

Mr. C. L. Dellums
Supervisor, Pacific Zone
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.

Permit me to thank you for your letter of December 11th, 1942 concerning the delinquency of Brother Strong of the Spokane district in sending in his report from time to time.

It is regrettable that he permits his reports to run so late, and I will write him as you suggest.

There isn't any reason why he shouldn't have the reports come in on time for just 12 or 15 men.

Fraternally yours,

A. Philip Randolph
International President

apr/af

Dellums

January 6, 1942

Mr. C. L. Dellums,
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 7th Street
Oakland, California

Dear C. L.:

Thanks a lots for your letter of December 31st. I note your comment on Southern Pacific Lounge Car Attendants coming into the Brotherhood and the efforts of one Mr. Brown in that direction. I do not recall that I wrote this brother a letter on this matter, but if I did it was under the impression that these Lounge Car men were not in the Dining Car Employes Union. I agree with you that we could not engage in any rating policy on these men.

Well, the raise is all settled and I hope you will push the collection of the twelve ($12.00) dollar tax to the limit. I would insist upon the men paying this tax out of their back pay, because if you permit them to wait they will put off and we will have a hard time collecting it. Since the men will receive some eighty ($80.00) dollars in back pay, twelve ($12.00) dollars is a mighty little for them to pay out to the Brotherhood.

Keep up the good work.

Fraternally yours,

A. Phillip Randolph
International President

APR/fw

A. PHILIP RANDOLPH Dellums
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

January 14, 1942

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York City

Dear Chief:

We have had considerable trouble on the West Coast this winter on account of porters having to dead-head and also work in cold cars. It seems to be a common practice now for the railroad companies to haul dead-head equipment without steam and sometime the men are on such equipment three and four days at a time. A group of my boys made one such trip and most of them returned home ill and had to lay off. I also know of a trip where there were a few cars of horses and several cars of soldiers. The commanding officer had the horses placed in front and as the result of those animal cars being in front it was impossible to have steam on the cars where the soldiers were because steam cannot be sent through animal cars. The animal cars could have easily been on the end of the train so that the men could have had some comfort but apparently the Army was more concerned with the horses than they were with the soldiers and, of course, there were porters on those cars too. I have taken this matter up with the Pullman Company and my investigation shows that the Pullman Company has made every effort to prevent the porters from working or deadheading on cold cars, but the railroad companies apparently aren't cooperating. I have had a few cases where the porters left the cars because there was no steam and Zone Superintendent Armstrong upheld them. As a matter of fact he told the men in a meeting that if the railroad company didn't supply steam for deadhead cars that they should get off the cars and go to the nearest district and wire him for transportation.

Now, in thinking this matter over I have an idea that we may be able to correct it by indirection. I am therefore suggesting that you write the Secretary of War concerning the railroads failure to have the cars warm before the soldiers entrain and that they keep them warm while the soldiers are aboard. You might point out to the Secretary of War that the porters all over the country have reported to you that this treatment of our armed forces is lowering the morale which is so important at this time. As a matter of fact it is true because the Porters report to me that the soldiers are pretty much disgusted with the Army that will send them all over the country through snow and ice without any heat. You might suggest that the Secretary of War take this matter up with the Association of American Railroads and insist upon the cars being properly heated. What do you think of such a idea?

I have not received the memorandum agreements yet, but I am still looking forward to doing so. However, letters have gone out to all porters in the Pacific Coast Zone as you suggested and they were posted so that they are all being delivered today, which is just before pay day. You are forgiven for not keeping me posted on develòpments. I thought something was wrong, now I see that it was evidently one of Web's "flossies" fault.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:eb

A. Philip Randolph
International President

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
2611-13 Michigan Avenue
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 Seventh Street
Oakland, California
Twin Oaks 0894

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Ashley L. Totten
International Secretary-Treasurer

E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. Dellums
4th International Vice-President

January 17,1942

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th
New York City

Dear Chief:

Thanks for the supplemental agreement. I just received it and in reading it over, I note that under section 2, the section provides that for the three months back pay that .09¢ an hour goes on the basic rate. Now, according to that, the time over 250 would be paid for at 13½¢ an hour. Is that correct? I note, though, that under section 3, it provides for the back pay to be made on the basis of .09¢ an hour. I am wondering if those two sections aren't contradictory?

Since the basic rate was raised 10¢ an hour as of December 1st, I was understand, of course, that December punitive time would be 15¢ per hour. But, I wasn't certain about the other three months' punitive time. I would like this information as soon as possible.

Fraternally yours,
C. L.
C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:eb

Dellums

CLASS OF SERVICE
This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1201

SYMBOLS
DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

R. B. WHITE
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

742A

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

WAF5 22 NT=LOSANGELES CALIF JAN 25 [1942]

A PHILLIP RANDOLPH, BROTHERHOOD OF SLEEPING CAR PORTERS=
217 WEST 125 ST=

FORGOT TOKEN PROMISE MRS UPTON SEND IT TO ME HERE IN LOSANGELES AIR MAIL SPECIAL AND I WILL GIVE IT TO HER=

C L DELLUMS.

TELEGRAPH YOUR
VALENTINE
Greetings
by WESTERN UNION

PRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

(COPY)

January 25,1942

Mrs. C. C. Fletcher
1248 E. 50th St.
Los Angeles, California

Dear Sister Fletcher:

I am sorry that I have been unable to take action on your request but, unfortunately, our Executive Board has not been able to meet. We had expected to meet early in January but, we did not get the company signed upon the raise until December 26th which caused Brother Randolph to postpone so many important things that we have been unable to catch up so that the Board could meet. Therefore, I am referring the matter to Brother Randolph since I will not be able to put it before the Board in the near future.

I don't know if Brother Randolph can do anything about it without the Board meeting on it but he will inform me and as soon as I hear from him I will inform you.

With best wishes, I remain

Fraternally yours,

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:eb

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

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3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

January 26,1942

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York City

Dear Chief:

Enclosed you will find copies of correspondence between Mrs, Fletcher,the widow of one of our members, as well as correspondence between my office and the Los Angeles office.

I think that all correspondence is self explanatory and I shall wait until I hear from you on this matter.

Fraternally yours,

C. L. Dellums
C. L. Dellums,Supervisor
Pacific Coast Zone

CLD:eb
enclosures

(COPY)

1248 E. 50th Street
Los Angeles, California
December 6, 1941

To the Brotherhood of Sleeping Car Porters:

Dear Brothers:

I am writing to you for assistance. I am the widow of C. C.Fletcher and I am absolutely bankrupt. My bills were so many during my husbands illness that I have not been able to settle them all as yet. I did expect a pension from the Social Security. My husband said they would look after me, but they failed to do so.

I am alone with no one to help me and I am asking you brothers to help me now and I will return your kind favor as soon as possible. My husband was one of you and I, his widow, always helped him financially to carry on the work of the Brotherhood. I pray that this appeal will not be denied and that I may hear from you all as early as possible.

Thanking you in advance, I am,

His widow,

Mrs. C. C. Fletcher
Adams 8597

(COPY)

Los Angeles, California
December 17,1941

Mr. C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland,California

Dear Brother Dellums:

Here is a letter received from Mrs. Fletcher. There is not any thing, as I see, that we cando for her.

Shortly before her husband, Chas Fletcher passed, the porters of this district paid the premuim on his insurance in the P.P.B.A. and he also carried another benefit or insurance.

She owns a nice home that can bring her in $25.00 or more monthly, and she has no children or dependents.

Therefore, I am making these facts known to you so that you may use your judgement in answering her letter.

Fraternally yours,

/s/ H.L.Armstrong
President, Los Angeles Division

COPY

December 19, 1941

Mrs.C.C. Fletcher
1248 E. 50th St.
Los Angeles, California

Dear Sister Fletcher:

Your communication of December 6th addressed to the Los Angeles Division of the Brotherhood was forsarded to me for consideration. Your communication stated that you were bankrupt and were in need of assistance. You asked the brothers to help you till you could return the favor but did not state what kind of help you were in need of.

You As you know, the Brotherhood has been struggling for years to create a real organization with the treasury behind it, but has not succeeded yet. I am not certain whether or not the organization is in a position to grant any financial aid, but can find out as soon as we have ample information to put before the International Executive Board. Such matters would have to be handled by the International Executive Board since no one person has authority to use the funds of the organization and in order for the matter to be taken up with the Board ample information would be necessary. I mean by that: a brief resume of your bills, the amount of insurance received from his death, and whether or not the assistance should be in the form ofa loan or a gift. If a loan, when and how could it be returned?

You may address your reply to me here at the Oakland office and I shall see what can be done as soon as possible.

With best personal wishes, I remain

Fraternally yours,

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:eb
cc: Oscar Soares

(COPY)

December 19,1941

Mr. H. L. Armstrong,
Brotherhood of Sleeping Car Porters,
1208 E. 20th Street,
Los Angeles, California.

Dear Brother Armstrong:

Enclosed is copy of my communication to Sister Fletcher, which is self-explanatory. Permit me to thank you for the information contained in your communication which came with hers.

Now, I note that you stated his PPBA premium was paid and that he had another benefit or insurance. Can you tell me what that was. He also had the Group, didn't he? Have you any idea whether or not his home was paid for?

Fraternally yours,

C.L.Dellums, Supervisor
Pacific Coast Zone

CLD:eb
enc.

1248 E. 50th Street
Los Angeles, California
December 28-41

Mr. C.L.Dellums
4th International Vice President

Dear Brother:-

In reply to your request I will explain my needs and what it is for. I owe a bill or ninety five dollars and would like to settle it if possible. My husband passed on June 20th,1940. The Company gave men$920.00,out of which I put him away and paid other bills which was made while he was home ill. He told me that the Social Security would take care of me, but as they failed to do it, I am now left without finance,that is whyI appealed to the Brotherhood for assistance. Now, I have two acres of land that you can hold until I return the loan if that will suffice. I have nothing else to offer. I could not pay it all at once as I have a very small income but would return it without fail. I have never had to ask for assistance before and it is a little ambarrasing to me. However, we never know what we have to ask. I am only trusting God for my outcome. If you can help me I will be very grateful and if you cannot I love the Brotherhood just the same.

I hopw this will be satisfactory and will explain all. I will be expecting your reply at your earliest convenience.

With best wishes for you a Merry Xmas and a very Happy New Year, I remain

Respectfully,

/s/ Mrs. C.C.Fletcher
Phone Ad 8597

(COPY)

Los Angeles, California
January 8,1942

Mr. C.L.Dellums
4th International Vice-President
1716 Seventh Street
Oakland,California

Dear Brother Dellums:--

In answer to your letter concerning assistance for Mrs. Charles Fletcher, I wish to state that I have tried to get all the information that I could that would be of benefit to you as well as for her. I understand that Mr. Fletcher carried $1000 in the P.P.B.A. He was not a member of the Group Insurance. He was a member of the Forrester's Lodge in Chicago. and there is a possibility that he was a member of another Order of this same class in Chicago. Mr. Fletcher did not owe any thing on his place and if there were any debts they were of a very minor nature and have been taken care of. After the funeral expenses were cleared up Mrs. Fletcher had left as near as I have been able to find out about $1200; out of this amount there were no debts to be paid.

At the time of the death of Brother Fletcher, Mrs. Fletcher had her neice here from Chicago and Mrs. Fletcher is very fond of and devoted to her. I understand that this neice can ask of Mrs. Fletcher a favor and if it is possible to do so she will do it. Also it is very likely that she in one way or another got quite a sumof money from this balance that was left. I have found out from Mrs. Fletcher that she is in urgent need of assistance. I am giving you threeitems that she wants to borrow this money for to clear her indebtedness. They are as follows: furniture $40, toilet fixings $10, taxes $15.65; making a total of $65.65.

Mrs. Fletcher carries a small policy in the Metropolitan Ins Co. She has two families in her home and her income from them totals $30 per month. She told me that she would be bale to repay this sum mentioned above in small payments. I will say in the event that she is accomodated I if you suggested would see that these bills would be taken care of as you would instruct. May I also state that on your next visit here that we can go into a detail discussion concerning her request. Personally, Brother Dellums, I think it would be a loyal gesture on the part of the Brotherhood to assist Sister Fletcher in her time of want. The Brotherhood was built on the foundation of such loayal and courageous porters such as was the case with Brother Fletcher. Therefore I am leaving the final decision in your hands. Knowing that your judegement will be the right one.

Fraternally yours,
H.L.Armstrong.President Los A

Dellums

January 29, 1942

Mr. C. L. Dellums,
4th International Vice-President, B.S.C.P.
1716 Seventh Street
Oakland, California

Dear C. L.:

Find enclosed copy of Supplemental Agreement, and you may make enough copies to send each one of the divisions in your Zone on the mimeograph.

I think your suggestion concerning sending porters around in cold cars is good. When I get back east I shall take up this matter with the War Department.

Fraternally yours,

A. Philip Randolph,
International President

APR:ft
Encl.

Oakland, California
January 30, 1942

Mr. A. Phillip Randolph:

President of Sleeping Car Porters:

Dear Sir:

We, as porters of San Francisco district are writing to you in regards of our welfare and conditions which exist here and the burden we have to bare here. First, we are asking you kindly isn't it possible that you can arrange it so that we can be interviewed in this office in Oakland instead of the porters having to pay their train fare to go to San Francisco on our expense which cost us 42¢ for train fare, 14¢ for street car fare besides our time we spend not less than three hours at least. Second, we are going out of one county over to another county across the Bay Region. We are called over constantly and it is very unfair to the porters in this district as we know this matter has been brought up time after time in the meetings and it still exists. So often we go over there not knowing what it is and when we get over there it's some minor thing that we don't know anything about. Third, all porters live in Oakland side and the Pullman Company has an office here in Oakland we get assignments here in Oakland, we get our pay here in Oakland, we were promised that we would have our hearings over here or we would be interviewed over here in this Oakland office; But as it is, we go over in San Francisco or our jobs are threatened by the Supt. of this Dist We are making this report to you as we feel like this particular matter should be eliminated and we trust you will take some action at once, or let us know immediately through Brotherhood of Sleeping Car Porters Office. It is only five porters at present whom are applying to you although we have 15 or more porters who are interested in sending you this message. At the present time we are with holding the names of the five men who are sending you this message, as in the past four of our group of porters made a report to you concerning our conditions and after the report came back seemingly that those four men had been on the spot every since with the Pullman office force and also with the office in our local. In as much we say conditions here are worse than they are anywhere in the whole universe with porters you can refer to any porter throughout the country who have been in this district within the last 3 years ago and they will verify this statement and tell you it's true in San Francisco district

We have all respect to you as our President of this organization, we do hope that you will take some actions at once on these particular statements that we have made.

Thanking you, we remain,

Porters of San Francisco District.

Dellums

A. Philip Randolph
International President

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
2611-13 Michigan Avenue
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS
Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.
PACIFIC COAST HEADQUARTERS
1716 Seventh Street
Oakland, California
Twin Oaks 0894

440

Ashley L. Totten
International Secretary-Treasurer

E. J. Bradley
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. Dellums
4th International Vice-President

February 4,1942

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue

Dear Chief:

I received the check for Mrs. Upton all right just before I left Los Angeles. However, I changed my opinion on the presentation of it to her for two reasons: First, I believe you would agree with me from our last conversation with her when we were both there that it would have gone to her head so much that she would probably have taken the auxiliary over as her own private property.. She is still gloating over the little praise we gave her at the Mass Meeting and seems to think that she is the auxiliary and Brotherhood there. Secondly, I am of the opinion that any publicity on such a presentation would be bad because it would cause other widows to look for,expect, and seek funds from the Brotherhood. Then, you see, there is another widow there in Los Angeles already wanting to borrow money without any way of getting it back so, I waited until I was getting ready to leave Los Angeles and then went out to Sister Upton's and presented her with the check,explaining to her that it must be kept absolutely secret because we didn't want to set a precedent and cause others to want to raid the treasury. She agreed with me and promised never to mention it to anyone. I told her that noone there knew it because I didn't even tell the local Brotherhood representatives and,therefore it could not get out unless she told it. I may advise,though, that she was one happy soul shen she saw what it was. She said we would never know what it meant to her, but that it was just in time and just enough to put her on,you might say "easy street". She has sold her furniture and rented out her house with the exception of a room to live in for herself for $35 a month. So, with a little work around she says she is doing all right. Do you agree with me that that was the best way to handle this presentation to her?

I conducted a series of meetings last week in Los Angeles for the purpose of explaining to the men how and why the recent raise was won for them so that they not only would pay the tax but pay it with pleasure. I think the meetings all were highly successful and that they will make a good showing on taxes as soon as the back pay is paid. I amdoing the same thing in the Oakland Division this week and, of course, expecting splendid returns.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:eb

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

February 11,1942

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York City

Dear Brother Randolph:

A few minutes ago I had a long distance call from Los Angeles advising me that the Tax was being paid today and that they were having quite a stampede. Now the reason for the call was that Brother Armstrong wanted me to authorize two trips off for he and Brother Soares so that they could be there during this rush and to round up the Tax money. I advised them that I would rather take up such matters with you in front but since this happened on the spur of the moment that I would take the responsibility of authorizing two trips off for Brother Soares since he is the Secretary Treasurer and is the one to handle the money, but that I would not authorize any time off for Brother Armstrong. Now, I could appreciate the need for Soares, being off during this period to round up this tax money, but I couldn't see anything Armstrong could or would do, so I,therefore, did not authorize any time off for him. I hope this meets with your approval and when the time is up we can submit the two trips or six days to you for approval so that you can have Brother Totten pay him. I think it well worth while because we mustn't take any chances in getting this tax money out of the back pay.

I was in Los Angeles week before last and held a series of meetings explaining the Tax and back pay to the men and attempted to sell them the idea of paying this Tax and I believe that it is going over big on the Coast.

Fraternally yours,

C.L.

C. L. Dellums,Supervisor
Pacific Coast Zone

CLD:eb

February 17th, 1942

Mr. C. L. Dellums
6th International Vice-President
1716 Seventh Street
Oakland, California

Dear C. L.:

I agree with your authorizing Brother Soares, Secretary-Treasurer of the Los Angeles Division to get off two (2) trips for the purpose of collecting the taxes. I think this was a sound practical move.

I think you were right in not authorizing Brother Armstrong to do the same thing.

Fraternally yours,

A. Philip Randolph
International President

APR/ed

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

Dellums

February 23,1942

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York City

Dear Chief:

I want to suggest that you address a letter right away to the President of the Southern Pacific and request that he take the necessary steps to see that an attempt is made to write an agreement with us for the Chair Car Porters. I am enclosing a synopsis of our relationship. with the Southern Pacific to date,which shows that we have been trying to write this agreement with them for more than seven months and have not had a single conference on the negotiations as such. I think you should point out to the president that this is certainly a violation of the spirit if not the letter of the Railway Labor Act.

I wish to call your attention to the fact that Angus McDonald who was President when you made the original contact passed away and the president of the Southern Pacific is now Mr. A.T. Mercier.

I have talked to Mr. Hancock several times trying to get into conference and he claims to be so busy that he just hasn't been able to get around to it. Now, Hancock was ill last year for about six weeks and that, coupled with the fact that Torian was in the East involved in the Railway Labor fight for increased wages, gave them a good excuse for a time. Both Hancock and Torian have been back on the job quite some time now and it seems to me the Southern Pacific could arrange to have someone proceed with the negotiations. I am of the opinion that the new President knows nothing of this matter and I think a letter from you requesting him to see that this matter is disposed of will get results.

Fraternally yours,

C. L. Dellums

C. L. Dellums,Supervisor
Pacific Coast Zone

CLD:cb Enc:1

Under date of July 8,1941, Mr. A. Philip Randolph,Int'l Pres.B.S.C.P., addressed a letter to the late Mr. Angus McDonald,Pres.Southern Pacific Railway,Crequesting conference to negotiate an agreement for the Chair Car Porters in the employe of the Southern Pacific Railway,Pacific Lines, Under date of July 18,1941, Mr. J. Torian,Manager, replied. Then, on July 28, Mr. Randolph replied to Mr. Torian's communication advising him that Mr. C. L. Dellums, 4th Int'l Vice Pres of the B.S.C.P. and Supervisor of the Pacific Coast Zone, would contactthe Company on representation and negotiations.

On August 12th, representation was settled in a conference between Mr. C.L.Dellums of the Brotherhood and Mr. A.J. Hancock of the Company. Then, on August 14th Mr. Dellums wrote Mr. Hancock requesting a conference to negotiate the agreement. Under date of 18th,1941, Hancock replied setting the date to begin conferences for September 10th.

On September 10th, Dellums went in and was advised by Hancock that he wasn't in position to proceed with negotiations at present. Mr.Dellums left a copy of the proposals of the Brotherhood and left with the understanding that Hancock would advise as promptly as practicable when he wouldbe in position to resume conferences. A letter confirming this was received from Hancock,dated September 11. Since that time no conference has been held.

February 26, 1942

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear CL:

May I say that your suggestion for handling the presentation of the token of remembrance to Mrs. Upton was indeed thoughtful and proper. To have made it public would have unloosed an avalanche of requests from every widow of a porter in the country, and the Brotherhood would not have been able to satisfy their demands for help.

I am glad that Sister Upton was greatly pleased with the remembrance.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

apr/af

14

[1942]

C. L. Dellums
1716 7th Street
Oakland, California

Pat advises me that he advised you ~~that~~ Mediator is on Coast ready for conferences on Southern Pacific Chair Car Porters' case. Hope everything works out favorably.

A. Philip Randolph

1986

February 24, 1942

Mr. C. L. Dellums
Supervisor, Pacific Zone
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear CL:

Permit me to thank you for your letter of January 30th with enclosure concerning a request of Mrs. Fletcher, a widow of one of our members for a loan from the Brotherhood. May I say that loans are only made by the International Executive Board and we don't expect another Board meeting to be held until somewhere around the Biennial Convention, which will take place around the middle of September. And I may say that I could not give any assurances that any favorable action will be taken on this matter then because we have an endless number of such requests made to the Organization, and if we attempted to extend a loan to all of the applicants who are worthy, the Brotherhood itself would be bankrupt.

I will be glad, however, to present this request to the International Executive Board when it meets again.

Fraternally yours,

A. Philip Randolph
International President

apr/af

February 28, 1942

Mr. C. L. Dellums
Supervisor, Pacific Zone
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear CL,

In reference to your letter of January 17th, concerning the supplementary wage increase agreement of the Pullman Company, may I say that hours made during the months of September, October and November will be paid at 9¢. That is the specific mandate of the mediation agreement of the President's Committee to adjust the dispute between the carriers and the railway employes.

The 10¢ wage increase begins December 1st and of course payment for overtime would be made for the three months of September, October, and November.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

apr/mf

February [illegible], 1948

Mr. C. L. Dellums
Supervisor, Pacific Zone
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear CL:

Find enclosed copy of statement sent me, which is anonymous. Of course I know that you have been working on this question trying to eliminate the necessity of the men paying the expense of interviews with the Pullman Company across the bay. I think we took it up with the Management once. Nothing has been done about it.

If you will send me some facts about it and reasons why the men ought not to pay the expense of going to San Francisco for interviews, I will have Web take it up with Mr. Vroman again and see what happens.

Of course, the porters who wrote this statement don't seem to be much of Brotherhood men, since they are afraid to sign their names.

I hope you will look into it.

Fraternally yours,

A. Philip Randolph
International President

apr/af

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD
of
SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

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OAKLAND, CALIFORNIA
TWIN OAKS 0894

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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

Dellums

March 5, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

This is just a word to report to you on the six days we authorized Brother Soares to lay off in order to handle the tax collections. The six days' pay amounts to $26.68. However, as you realize he lost the value of his gratuities for the six days or for the four separate loads of passengers he should have had and, therefore, I would suggest that he be allowed $40.00 total for time lost.

If this meets with your approval, you can advise Brother Totten to send him the check; and if not, you can add to the $26.68 the amount you think should be allowed and have the check sent to him.

Fraternally yours

C. L.

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

March 12, 1942

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

I hope you do not overlook writing the new President of the Southern Pacific for some action. I was confident that they didn't want to go in conference with us until they had settled with the Dining Car boys, which is the big group. They refused to grant a raise to the Dining Car boys and a Mediator came out and finally got the Southern Pacific to grant the 10¢ per hour raise but they would only give 6¢ per hour back pay. That means that we will probably have to be satisfied with the same thing as the Chair Car Porters. However, the principal thing is to get them to start negotiations.

I think that we should definitely hold a meeting of the International Executive Board as soon as possible, and certainly not later than May 1. I think it would be a wholesome thing and would strengthen the morale of the men since it would help make them feel that the Board supervised the expenditure of their funds. The Board should meet and determine the amount of money to be put into Government Bonds and how the rest of the defense fund shall be handled. You may be surprised at the large number of men who have little or no knowledge of how business organizations function. I have heard of some men from some of the back woods districts saying that they thought that you levied the tax for yourself. I am sure that by that time Totten not only could present the Board with a complete financial picture of the organization but a membership picture as well. We ought to know how many financial members we had up to the first of the year and how many we would have as of the Board meeting so that we could determine the approximate reliable strength of the organization from the older men. The future strength would depend upon our ability to enlist the new men coming into the service.

Then there are quite a number of matters that the Board will have to go into as a result of complaints from porters throughout the country. I mean service complaints and matters that can be adjusted with Vroman. But the Board will have to determine our position, then send a committee in to try to straighten them out with Vroman. This would be more effective than to just have Brother Webster take these matters up with Vroman personally. Vroman should know that the committee comes from the International Executive Board. I understand Pat has several such matters and I have several. This indicates that some of the other boys may have some also.

Now in reply to your communication of February 25, which enclosed an anonymous letter from some porter complaining about going to San Francisco for interviews; I am sure there was only one or two porters involved and they didn't sign their names because they just paid up or reinstated in the Brotherhood. They are part of the same five or six men who are always looking for something to criticize us about but never know what they are talking about because they don't attend the meetings often enough. This fellow states in his letter that porters were promised that the hearings would be held in Oakland and that their interviews would be in Oakland. This of course shows that we have been working on the problem otherwise they wouldn't have had any such idea in their heads. However, no such promise was made. I have taken this matter up with Armstrong on two occasions and got additional concessions each time. Since I received your letter, I have contacted quite a number of men on the subject of going to San Francisco and haven't found a single man who said that they still have to go over too often or on minor matters. As a matter of fact they often make calls to the men by telephone to discuss minor matters or tell them to go into the Oakland office for an interview. They only go to the San Francisco office now when something is pretty serious or important then the Company feels that the Superintendent or Assistant Superintendent must handle the matter personally.

Now in so far as hearings are concerned, in order to show you that the fellow who wrote the letter did not know what he was talking about, the Brotherhood always pays the transportation for the porter going over for a hearing. As a matter of fact, we always go in a car so the Grievance Committee and the brother goes together and all we have to pay is the toll across the bridge, which is 50¢ for the round trip. So you see the Brotherhood takes care of the 50¢ so that the Grievance Committee nor the brother on trial is put to any expense. The men are not called to San Francisco over minor matters any more but only over matters created by themselves, such as serious and important violation of rules, and naturally that isn't often. I haven't found a man yet who has made more than one trip over there during the last year.

By the way, while dictating this letter, one of our brothers came in with another complaint which is the type I refer to when I said the Executive Board should go into and send a committee to Vroman. Apparently a new order has been issued whereby not more than two dead head porters can be put into any one car. Where are there are porters left over, they just have to sit up.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

A. Philip Randolph
International President
217 West 125th Street
New York City

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
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Detroit, Michigan

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Ashley L. Totten
International Secretary-Treasurer
217 West 125th Street
New York City

E. J. Bradley
3rd International Vice-President

C. L. Dellums
4th International Vice-President

Dellums

March 23, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

We opened negotiations of the Southern Pacific on the contract covering their Chair Car Porters on Monday, March 16th. We put in four days last week and the plans are now to continue the daily conferences, with the exception of course that there will naturally be a day here and there where one side or the other will have to take out because of other obligations, until an agreement is reached or the conference becomes deadlocked. I feel we made considerable progress for our first week. However, we are only working from 2:00 to 4:30 p.m. each day. After spending a few hours exploring one anothers' minds and the organization's philosophy behind certain rules, we proceeded to try to write them up. We have tentatively agreed about a half dozen. Many of the rules will not be dabated much because Southern Pacific says they are standard rules and will require no debate. They are practically identical with the rules in the Northwestern agreement. I will keep you informed from time to time as to the progress we are making and if we can reach a tentative agreement, I will then submit it to you for approval and signature. If we deadlock, of course, I will report that to you. We are trying to agree on the working rules first so that if we disagree, it will probably be on wages alone.

Now in accordance with your original instructions, I am holding only one man out of the service to be with me during the negotiations.

Naturally, we will pay him for time lost, but we did not go into the question of expenses and lost gratuities. I am also using him, while he is off, in an attempt to round up the others and make collections from them. I would suggest that we allow him $3.00 per day to cover expenses and lost gratuities while he is off for negotiations. This $3.00 per day, of course, would be plus his lost salary. What do you think of this? If you agree, let me know and also advise Brother Totten so that he will pay him as I send in the requisition. If you do not agree, please let me know by return mail what you suggest.

Fraternally yours,

C. L.

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
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PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

March 24, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

On the date of March 5th I reported to you on the six days we had Brother Oscar Soares to lay off in order to handle the tax collections. I recommended that he be paid $40.00 for the time, but was informed by him today that he hadn't been paid yet. I feel that you have overlooked this matter and thought I would call it to your attention again.

Fraternally yours

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD [redacted] of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894
440

ASHLEY L. TOTTEN
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C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

March 24, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

I wrote the Vancouver boys concerning Canadian bonus arrangement. ~~as you requested~~. I have had response from some of them giving me practically the same information. Several of these men had also contacted Brother Squires in Seattle and had given him similar information. Now, this is the information we have secured:

(1) These men are paid through Canadian banks, which discounts them 10%, which is quite a little cut. (2) These men have been informed that because of the fact that they are employed by an American firm, they are not entitled "living bonus" recently enacted by the Canadian Government due to the increased cost of living in Canada due to the war taxes, etc. (3) These men also pay American Social Security Tax which was another reason given for excluding them from the "living bonus" in Canada.

According to the men, they were originally paid by Pullman check from the treasury of the Pullman Company, which called for American money. During that time, 1936-1939, they had to pay the Bank of Canada a nominal charge to cash the United States check. To avoid that small charge the men asked the Company to pay them in Canadian currency since they lived in Canada, but were told that they were employed by an American firm which made out its checks in the United States and therefore their desire could not be complied with. However, when the situation was reversed by Canada's declaration of war and Canadian currency being discounted, the Pullman Company then started paying them in Canadian currency which is 10% less than United States currency.

Now the Canadian Government did not pay a bonus, but passed what is known as an "order-in-council" for the various Canadian firms to pay the bonus effective June 1, 1941. Since these men did not work for a Canadian firm they were not included. For all intent and purposes, as employees of the Pullman Company, they are treated as Americans. The Railroad Retirement Tax is deducted from their pay and since they did not come under the "order-in-council" law, I think we should insist upon the Pullman Company giving them the same raise and back pay that the rest of our men received.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

Dellums

March 27th
1 9 4 2

Mr. C. L. Dellums
4th International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear CL:

Thanks a lot for your letter of March 13th. I didn't think there was anything to the porters' complaint who wrote the anonymous letter, but I wanted you to have it.

Now, relative to having an Executive Board meeting, I am agreeable to that - probably sometime around the latter part of May, or the first of June. I will write you further about it, but we will have such a meeting as you suggest, and the Committee can call on Mr. Truman and work out the problems as you suggest.

Kindly remember me to the Madam.

Fraternally yours,

A. Philip Randolph
International President

apr/af

Dellums

March 27, 1942

Mr. C. L. Dellums,
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

I wrote Totten to send Brother Soares the Forty Dollars ($40.00).

I am glad that you have started negotiations for contract with the Southern Pacific. Your suggestion that one chair car man lay off to work with you is all right. When you send in the bills to Totten I will tell him to pay them.

Fraternally yours,

A. Philip Randolph,
International President

APR:ft

April 1, 194[illegible]

Mr. C. L. Dellums
Pacific Coast Zone Supervisor
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear Sir:

Relative to the Canadian Pullman porters' wage question, may I say that arrangements have been made with the Pullman Management for the Canadian Pullman porters to get the same wage increase of the porters working in America.

We just settled this matter last week in Chicago. I am so informing the Canadian porters.

Relative to the checks in which they are paid, may I say that I have not taken that matter up with the Company, but what do they prefer -- Canadian or American currency? I suppose American currency would be better.

I shall write Brother Smith about this matter, as he has some men in Montreal.

Fraternally yours,

A. Philip Randolph
International President

apr/mf

April 6, 1942

Mr. C. L. Dellums
4th International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear CL,

The enclosed letters are self-explanatory. I hope you will be able to work out as good an agreement as possible on the first go round.

Fraternally yours,

A. Philip Randolph
International President

apr/af

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

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BROTHERHOOD of SLEEPING CAR PORTERS
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217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

April 9, 1942

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

Enclosed you will find a copy of rules tentatively agreed upon (subject to your approval of course) between the Southern Pacific, Pacific Lines and us. This has brought us to a stalemate and we adjourned Tuesday until Monday. The adjournment was for two reasons, one of which was minor. The minor reason was to wait for lists of employes and their employment dates from the various places where they are, so that we could set up seniority rosters. You see they have handled the Chair Car Porters just about like the Pullman Company formerly handled pullman porters or worse. Each boss in the various localities ran the Chair Car Porters to suit himself, there were no definite regulations in handling them. Nobody kicked with the Southern Pacific for not taking any interest in them and, therefore, no one on their side knows very much about the set up. So we had to start from scratch and without the aid and information that the Company officials should have been able to supply.

Now, the important reason why we adjourned until Monday was for the purpose of the Company representative to again confer with the bosses before we break off. We have deadlocked on a few but important matters, as follows:

First the scope rule. The Company doesn't want the maids included. At the time we secured the authorizations, they had 12 maids but now, as a result of the war, two of the trains have been taken off and they only have three regular maids and a couple of extra ones. However, I feel pretty sure that they will kick in on that, because no one else is trying to represent them and we have the authorizations. With that the scope rule can be cleared up.

Second, the Company has refused to grant any raise whatever. They do not attempt to justify their position at all, but just state that many of their officials don't think Chair Car Porters are necessary and (this is their real position) they say that $110.00 a month is enough pay for Chair Car Porters.

Third, they have refused to go on with our grievance machinery. That is, they have agreed to everything but the "No Discipline Suspensions or Discharges without a Hearing". They want to take action first and grant hearings upon request, but we, of course, will not accept that. They will have to give in on that before a mediator, not only because of precedences established by other carriers in dealing with us but largely because they are doing that now though they have no agreement. I mean that if a porter gets into something now, they serve notice on him telling him what he is charged with and when his hearing will be held, only they call them investigations. I pointed out to them that this was the first time I had ever heard of a carrier who maintained a certain system when they had no union to deal with and, therefore, a free hand and then when they had to deal with a union, ~~contained~~ condemned their own system and want to change it. Now those are the three points that are really holding up an agreement, but I served notice on the Company that if they force us to take further action on either one of the three points involved, that we also would include basic month, the overtime rate and the relief days rules. We tentatively accepted those three contingent upon our ability to settle all other points. Now, I appreciate what we are up against in trying to reduce the 240-hour month, but since we are going to have to go to the Mediation Board, it won't do us any harm to let everybody know that we don't like the 240-hour month. We also want time and a half for the overtime rate. Further, we want the definite standard 96 hours a month off in duty which guarantees a day a week off.

Please check these rules I am enclosing and let me know what you think about them. They are not drawn up in any sequence. I just copied them off so you could see them.

Also please let me know where you will be Monday, April 13th and the next few days thereafter, so that I can wire you when we deadlock and I want you to immediately wire the Mediation Board. We will also have to watch the Board because somehow these Negro employes working for the Southern Pacific out here have been having a rather difficult time getting mediators. The Dining Car boys have been trying to get one for a year or two.

The Red Caps went to the Board over a raise and haven't a mediator yet, so you see I think we will have to insist upon some action from the Board. The only time the Mediation Board has given these Negroes out here any service was whenever they had to have a mediator here for some of the White problems they would let him stay over and look into the Negro problem after he finished with the Whites.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

Enclosure

CLASS OF SERVICE DESIRED	
DOMESTIC	CABLE
TELEGRAM	ORDINARY
DAY LETTER	URGENT RATE
SERIAL	DEFERRED
[illegible]	NIGHT LETTER
[illegible]	SHIP RADIOGRAM

Patrons should check class of service desired; otherwise the message will be transmitted as a telegram or ordinary cablegram.

Dellums

COPY OF
WESTERN UNION TELEGRAM

April 11, 1942

C. L. Dellums
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

CAN REACH ME HERE IN NEW YORK TILL 6 PM MONDAY. LEAVE FOR CHICAGO. BE THERE THROUGH 14TH THEN GO TO SHREVEPORT. LETTER FOLLOWS.

A. Philip Randolph

April 11, 1942

Mr. C. L. Dellums
4th International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear CL:

Here is my itinerary and my dates where you may reach me.

Consider points you have raised vital, especially grievance machinery and raise in pay. Think rules worked up good. Will press Mediation Board to take action if we find it necessary to call upon them.

The March on Washington Committee out here is holding three giant public meetings in protest against discrimination in the Army, Navy, Marine and Air Corps, and defense industries. They will be held in Washington in the Ball Park, in the Madison Square Garden in New York, and the Coliseum in Chicago.

I am having Pat send out letters to the members of the International Executive Board for meeting in Chicago, June 1, 2, 3. On the last day we will use to take up matters with the Pullman Management.

Fraternally yours,

A. Philip Randolph
International President

apr/af

CHECK SERVICE DESIRED OTHERWISE MESSAGE WILL BE SENT AT FULL RATE

DOMESTIC		FOREIGN	
FULL RATE		FULL RATE	
DAY LETTER		CDE RATE	
NIGHT LETTER		URGENT	
SERIAL		DEFERRED	
RESERVATION		NIGHT LETTER	
TOUR-RATE		SHIP RADIO	

Postal Telegraph

CHARGE ACCOUNT NUMBER

CASH NO.

TOLLS

CHECK

TIME FILED (STANDARD TIME)

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities Form 1

Dellums

To Mr. C. L. Dellums, 4th International Vice April 14, 1942
President, Brotherhood of Sleeping Car Porters

Street Address 1716 Seventh Street

City Oakland, California

Have this day filed application with National Mediation Board to intervene for settlement of dispute between the Brotherhood and Southern Pacific Railroad. Letter follows.

A. Philip Randolph

Sender's Full Name (if not shown) and Address for Reference *Sender's Telephone Number*

STANDARD TIME INDICATED

RECEIVED AT
[illegible]22 S. LA SALLE ST.
WABASH 2000
LOCAL 1[illegible]

TELEPHONE YOUR TELEGRAMS
TO POSTAL TELEGRAPH

Postal Telegraph

THIS IS A FULL RATE TELEGRAM, CABLEGRAM OR RADIOGRAM UNLESS OTHERWISE INDICATED BY SYMBOL IN THE PREAMBLE OR IN THE ADDRESS OF THE MESSAGE. SYMBOLS DESIGNATING SERVICE SELECTED ARE OUTLINED IN THE COMPANY'S TARIFFS ON HAND AT EACH OFFICE AND ON FILE WITH REGULATORY AUTHORITIES.

Form 16

Dellums

C.FC567 F.OAA358 62 NL=TDOA OAKLAND CALIF 13

A PHILIP RANDOLPH=

CARE THE BROTHERHOOD SLEEPING CAR PORTERS 4231 SOUTH MICHIGAN AVE CHICAGO ILL=

1942 APR 14 AM 1 3[illegible]

BROKE OFF NEGOTIATIONS WITH SOUTHERN PACIFIC TODAY POINTS IN DISPUTE ARE NUMBER ONE WAGES NUMBER TWO BASIC MONTH NUMBER THREE OVERTIME RATE NUMBER FOUR RELIEF DAYS NUMBER FIVE GRIEVENCE RULES PLEASE FILE CASE WITH NATIONAL MEDIATION BOARD IMMEDIATELY THERE ARE TWO MEDIATORS HERE NOW AND WE MAY BE ABLE TO GET ONE OF THEM ON OUR CASE BEFORE HE LEAVES THE STATE=

C L DELLUMS.

April 15, 1942

Mr. C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland, California

Dear C.L.:

The enclosed letter is self-explanatory. Let me know what can be done about this matter as soon as possible.

Fraternally yours,

A. Philip Randolph
International President

APR:es

April 17, 1942

Mr. C. L. Dellums, 4th Internat'l Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.:

I think the agreement is quite good although I don't insist upon our grievance machinery absolutely; but the main principles of it, for instance the right of the hearing before discharge.

I let Pat see it and he is going to drop you a line agout it, also.

Fraternally yours,

A. Philip Randolph
International President

APR:es

April 17, 1942

Mr. C. L. Dellums, 4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear Mr. Dellums:

Enclosed please find a copy of letter received from the National Mediation Board and a supply of their application form NB-2.

Kindly fill the applications in triplicate and forward to Mr. Randolph in New Orleans for his signature. Thank you.

Very sincerely yours,

Secretary

BF:ee

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

Dellums

WESTERN UNION

1201

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

SYMBOLS
DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

SA744 23 NT=OAKLAND CALIF 14 1942 MAY 14 PM 10 46

A PHILIP RANDOLPH, BROTHERHOOD OF SLEEPING CAR PORTERS=
11 NORTH JEFFERSON ST STL=

MEDIATOR HERE. WOULD LIKE TO KNOW WHICH CARRIER GRANTED THE RAISE TO CHAIR CAR PORTER PARTICULARLY THOSE CARRIERS WITH WHICH WE HAVE AGREEMENT=

C L DELLUMS.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Dellums

Day Letters

May 15th, 1942.

Mr. C. L. Dellums,
1716 Seventh St.,
Oakland, California.

The carriers that have granted standard wage increase of 10¢ an hour for non-operating and 9½ cents an hour for operating employes with three months back pay and signed agreements with the Brotherhood of Sleeping Car Porters are as follows: Alton, Illinois Central, Chicago- Milwauke, St. Paul Soo Lines, the Pullman Company, Missouri Pacific, Texas and Pacific, M. K. & T., Cotton Belt, I. G. N. Union Pacific, stop/ Alton railroad and Union Pacific have chair car porters and granted the $24.00 flat increase per month with three months back pay. stop The Pullman Company, Soo Line, Chicago-Milwauke did same. stop Other railroads granted increase on operating basis.

A. Philip Randolph.

2.97
30

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

Dellums

WESTERN UNION

1201

SYMBOLS

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Ship Radiogram

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

CB26 97 NT=OAKLAND CALIF 18

1942 MAY 19 AM 5 23

A PHILLIP RANDALL=

ar 8 109

CARE TAYLOR MURRELL 1437 NORTH 23 ST OMAHA NEBR=

MEDIATOR HELD JOINT CONFERENCE TODAY I THINK COMPANY WILL GIVE IN ON RAISE BUT WITHOUT BACK PAY. COMPANY POSITION IS THAT THEY HAD NO AGREEMENT AT THE TIME OF THE RAISE NOR WAS THERE ANY FORMAL NOTICE SERVED UPON THEM FOR A RAISE AND THEREFORE BACK PAY ARGUMENTS UNJUSTIFIED. COMPANY STATES ABSOLUTELY THAT THEY WILL NOT GO ALONG ON OUR GRIEVANCE RULE BUT WILL PROVIDE AMPLE MACHINERY FOR IMMEDIATE HEARING UPON REQUEST AFTER DISCIPINE COMPANY SIGHTS MANY AGREEMENTS NEGOTIATED OF RECENT YEARS SHOWING THEY ARE OPPOSED TO OUR

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

...SERVICE
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ceding the address.

WESTERN UNION

1201

SYMBOLS
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Ship Radiogram

A. N. WILLIAMS
PRESIDENT

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CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

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1942 MAY 19 AM 5 24

GRIEVANCE RULE AND PRINCIPLES. PLEASE WIRE REACTION AND ADVISE=

C L DELLUMS.

No a/8109	To
By / At	To Br
[illegible]	

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
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PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

May 20, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

I am just about to leave the office for another joint conference with the Southern Pacific. This is our first meeting since I wired you in Omaha. I did not get a reply from the telegram.

The Southern Pacific has not stated how far they will go with us on the raise nor back pay. I will try to get a statement out of them on that today. The other points we are particularly tied up on are Overtime and Grievance rules. The Company wants the old Grievance rule that states,"An employe disciplined, suspended or dismissed shall have a fair and impartial hearing upon written request. Said hearing to be within ten days from receipt of letter of request." Now it is my thought that we should hold out and force the mediator to write up an arbitration agreement, though we know they will not sign it. I realize that under the Railroad Labor Act our next step would be an emergency, but being mindful of McNear back in Ohio, I thought that as a result of the war, we might appeal to the President to forward the dispute to the War Production Board. He did that in the McNear case and since we are in war, he could do it here. I think we would get farther under the War Production Board because the, National Mediation Board's mediators are on the company's side from all indications. Now that we are in war, the Southern Pacific would be in an embarassing position to refuse arbitration if it is recommended by the War Production Board and if they refuse the Board, we could ask the President to request the Southern Pacific to arbitrate. This would give them nation-wide publicity and put plenty pressure on them.

The Company finally gave the Ding Car boys a ten cent an hour raise as of December, but forced them to take a compromise of six cents an hour for the other three months.

With the Red Caps they finally gave them the ten cent raise as of May 1st and a compromise of three months back pay starting February.

The mediator told me in the first separate conference that he knew the Southern Pacific wouldn't dare arbitrate. You see, the Southern Pacific granted the raise as of September for all of their white employes, but refused the raise only to the three Negro groups, namely: Dining Car Boys, Red Caps and Chair Car Porters. So they naturally know in view of that record they couldn't win an arbitration. I think we could win all four of our major points in arbitration. I am wondering if it isn't worth trying? Please wire me immediately what you think and I will keep arguing with them, killing time, until I hear from you.

Fraternally yours

C.L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

CHECK SERVICE DESIRED OTHERWISE MESSAGE WILL BE SENT AT FULL RATE			
DOMESTIC		FOREIGN	
FULL RATE	☐	FULL RATE	☐
DAY LETTER	☐	CDE RATE	☐
NIGHT LETTER	☐	URGENT	☐
SERIAL	☐	DEFERRED	☐
RESERVATION	☐	NIGHT LETTER	☐
TOUR-RATE	☐	SHIP RADIO	☐

Postal Telegraph

CHARGE ACCOUNT NUMBER

CASH NO.

TOLLS

CHECK

TIME FILED (STANDARD TIME)

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities

Form 1

Dellums

To Mr. C. L. Dellums

May 20, 1942

19

Street Address 1716 Seventh St.

930

1435

City Oakland, Cal.

Advise that you hold out for grievance rules and back pay a little longer. We have our grievance rules in contracts with Burlington, Soo Line, Alton, North Western, Milwaukee and Pullman Company for this class of employes. Should have same rules with Southern Pacific. Leaving today for New York.

A. Philip Randolph

Sender's Full Name (if not shown) and Address for Reference

Sender's Telephone Number

May 26, 1942

Mr. C. L. Dellums,
4th International Vice-President
1716 Seventh Street
Oakland, California

Dear C.L.:

I received your letter of May 20th concerning the strategy in handling the negotiations for wage increase and back pay for Chair Car Porters of the Southern Pacific Railroad.

I wonder if it would be good strategy to take this matter to the War Production Board. The MacNear Case was an extraordinary situation. I doubt whether we could claim the same for our case. The strike of the employees of MacNear's railroad stopped everything, but we don't have that situation; we don't have any economic strength in this case. I rather think that we had better get the best bargain we can out of this situation and hope to improve it later on, according to our discussion of the matter over the telephone.

Hoping to see you in Chicago on the 1st, I am

Fraternally yours,

A. Philip Randolph
International President

APR:cs

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE PRESIDENT
ROOM 305 - 1308 BROADWAY
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION

AFFILIATED WITH THE A. F. OF L.

CHICAGO DIVISION HEADQUARTERS
ERNEST SMITH, SECRETARY-TREASURER
4231 SO. MICHIGAN AVE.
CHICAGO, ILL.
ATLANTIC 1346-1347

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

June 11, 1942

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

Please write Mr. Charles Elsey, President of the Western Pacific Railway Company, Western Pacific Railway General Office, San Francisco, California, and ask him for conferences for the purpose of writing an Agreement for the Western Pacific Chair Car Porters. You might advise him that we are prepared to establish our right of representation and that in the first conference I shall present the necessary authority.

I am leaving tonight for home.

Fraternally yours,

C. L.

C. L. Dellums
4th International Vice President

CLD:fw

Charles Elsey

Dellums,

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

June 25, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

Please send me at your earliest convenience your Los Angeles dates so I will know how and when to arrange a few membership meetings.

I have a letter from Mr. Clark advising that our rooms will be reserved for us.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

June 26, 1942

Mr. Walter White
Executive Secretary, NAACP
69 Fifth Avenue
New York, New York

Dear Walter:

On the night of June 19th twelve sleeping cars of sailors left Oxnard, California arriving in Oakland on the 20th. In the front car nearest the engine were ten Negro sailors and sixteen Whites. The Negro sailors were assigned to Sections 9 to 13 which is nearest the ladies' end of the car and ordered to use that end of the car. The White boys were assigned to the sections from 1 to 8 and order to use the men's end of the car. The number of this particular tourist car was 1740 and its loading designation OW1.

The Pullman Porter (L. B. Thompson) observed these sailors as being friendly and sociable one with the other. In other words, White sailors were observed sitting and talking with Colored sailors and vice versa. There were two petty officers in charge by the name of Pratt and Knopp. These petty officers went to the porter and told him to put a petition between the White sailors and Colored sailors. The porter told the petty officers that it could not be done because in the first place they were in California and secondly, there was no such equipment on the car. The Petty Officers insisted on the porter putting up a curtain or something between the two groups and the porter told them he wouldn't do anything unless ordered to do so by the pullman conductor. The Petty Officers went to the pullman conductor (Kenny) insisting upon this Jim Crow method and the pullman conductor also refused. A few minutes later the commanding officer in charge, who was a lieutenant commander either named Flynn or Flint, went to the pullman conductor with this order and also was refused.

However the lieutenant commander ordered to have head boards put up in the two sections which would separate the two groups. No pullman employee could very well refuse to put up head boards , so this was done. Immediately the atmosphere changed and the White boys did not visit the Colored boys any more. This was the only car of the Navy Special that had Colored boys on it.

I am sure you will agree with me that the Association should make a strenuous protest to the Secretary of the Navy against this spreading of Jim Crowism in the state of California. These boys were perfectly satisfied and were getting along fine together, but evidently the commander in charge didn't want them to get along, so he ordered them separated. The armed forces of the Government should not use the War as a vehicle for spreading such Jim Crowism throughout the nation nor throughout the world.

Looking forward to seeing you at the Annual Conference in Los Angeles, I remain

Very sincerely yours

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

c/c A. Philip Randolph.

July 7, 1942

Mr. C. L. Dellums,
Pacific Coast Zone Supervisor, B. S. C. P.
1716 Seventh Street
Oakland, California

Dear C. L.:

I will be in Los Angeles July 13th and will remain through the conference of the NAACP, and also spend four or five extra days in Los Angeles. You may plan to hold a few meetings during the day, about 12 or 1 o'clock.

I note the letter that you wrote Walter White about the treatment of colored soldiers on the trains. I think your letter was quite timely. We have got to fight these things with all our might.

Fraternally yours,

A. Philip Randolph
International President

APR:cc

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894
440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

August 4, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

Just a word to call your attention to the fact that we forgot to notify Brother Totten that Brother Soares' salary had been raised $10.00 per month more.

Since we told Brother Soares that this raise would be effective as of July, I would suggest that you advise Brother Totten to add the extra $10.00 for July to his next pay check which will be upon the basis of the new salary.

Fraternally yours,

"C. L."

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
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2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

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OAKLAND, CALIFORNIA
TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

October 6, 1942

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

Unfortunately, we didn't get to have a talk in Chicago. There were several matters I wanted to discuss with you and since you suggested that I write you about them, I wish to hereby take up two of them.

First the pay of Oscar Soares: Since the matter has been raised from the angle that it was, I think it advisable to raise his pay to $60.00 a month. What do you think? If you agree, I would suggest that you notify Totten to that effect so that it can be started as of October 1st.

Next, I wanted to discuss with you the salary of my secretary. The old system we handled ourselves, but after the Railroad Retirement Board ordered a change, it had to be paid by the International office, therefore in order to get a raise I have to get it through you. I know you appreciate the problem of stenographers at this time. Naturally, with the Government using all the girls they can get their hands on, it is difficult for us to keep girls without at least fair pay. My girl is now getting $75.00 a month and that is rather low in accordance with the stenographic pay at this time. I think we ought to pay her $90.00 a month for now. I hope you agree with both of these suggestions and will so notify Totten. However I would like your observations at your earliest convenicnec.

Fraternally yours,

C. L. Dellums

C. L. Dellums
International Vice-President

CLD:mr

Enclosure

Dellums

A. Philip Randolph
International President
217 West 125th Street
New York City

Milton P. Webster
1st International Vice-President
4231 South Michigan Avenue
Chicago, Illinois

Bennie Smith
2nd International Vice-President
2611-13 Michigan Avenue
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION
Affiliated with the A. F. of L.

PACIFIC COAST HEADQUARTERS
1716 Seventh Street
Oakland, California
Twin Oaks 0894

440

Ashley L. Totten
International Secretary-Treasurer
217 West 125th Street
New York City

E. J. Bradley
3rd International Vice-President

C. L. Dellums
4th International Vice-President

October 12, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

Enclosed you will find my itinerary for the northern section of my zone. I plan to leave on the night of November 3rd to cover the southern end.

I will send you that itinerary as soon as I return from up north. Hope everything went off all right in Toronto.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

Enclosure

File

ITINERARY

Covering Vice-President Dellums' trip of the Northern Zone

October 16-October 29, 1942

Traveling	Friday, October 16, 1942
Seattle	October 17-22, 1942
Spokane	October 23, 1942
Portland	October 24-28, 1942
Traveling	October 29, 1942
Oakland	October 30, 1942

October 16, 1942

Mr. C. L. Dellums
4th International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.:

Relative to the increase in the pay of your stenographer, may I say that I am agreeable to that as suggested by you.

Concerning the suggested increase for Brother Bourne, may I say that I am not agreeable to that. I think it would be a bad precedent to continue to increase the pay of secretary-treasurers who are continually on the move above that which we are now giving him. I think $50 per month is adequate.

I considered the resolution from Los Angeles on this matter wholly out of place at the Convention. But, of course, every delegate has a right to his resolutions. I am sending you this letter so that you may advise him that no increase in pay can be made.

Fraternally yours,

A. Philip Randolph
International President

[illegible]

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
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1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

December 5, 1942

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

Brother R. W. Winn brought the enclosed receipt to me and said that this $50.00 was loaned by him during the time we were prosecuting the injunction. Brother Winn says that he made his contribution or rather a couple of contributions but finally he received a letter from you asking for a loan since funds were still short for injunction purposes and that he then sent this $50.00. Brother Winn has just gone on his pension, that is as of December first and that is the reason he would like to have this paid.

I might say that Brother Winn is one of the few Brothers who started with us in the beginning and never faltered. I might also advise that Brother Winn put more money into the Brotherhood than any other man on the Pacific Coast. You will no doubt recall that during the early days when we had the large dues books and we asked men to make monthly contributions for which we gave them stamps of various colors, I believe the gold for every $10.00 donation. Brother Winn filled the back of his dues book with gold stamps and never stopped his monthly contribution until I advised him to do so when things had gotten better for us. In view of all of this I am sure you will join me in being proud to return this $50.00 to a stalwart like R. W. Winn. If you approve this you may advise Brother Totten to send me the check made out to Brother Winn.

Fraternally yours,

C. L. Dellums

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:aap

December 24, 1942

Judge William Hastie
Civilian Aid; Secretaty of War
Washington, D. C.

Dear Judge Hastie:

It was reported to me that on November 10, 1942 two cars of soldiers were moved from Davis, California to Spokane, Washington, on Southern Pacific train No.12. That night when porter Thedore Brown, who was on one of the cars had prepared the berths for occupancy and was prepering an upper berth for himself the Commanding Officer, a Lieutenant, whom I understand was a Washington man that had just spent some time at a Camp in Mississippi, ask porter Brown where he, the porter, was going to sleep and the porter told the Lieutenant that there was no place for him to sleep other than one of the vacant uppers. The Lieutenant then went to the Pullman Conductor, Stover , and told the Conductor that he would have to find some other place for the porter to sleep because he, the Lieutenant, did not want the porter to sleep any place in the car with his soldiers The Conductor ask the Lieutenant why and the Lieutenant said because he was Colored and that he would not have a Colored man sleeping in the car with his soldiers. The Conductor finally found another bed in another car for the porter. The irony of this complaint is the Lieutenants name. He was Lieutenant Von Hindenburg. Now the two porters who were with the troups disagreed on the last part of this officers name. They agreed that it was German and Von something that their memory caused them to think was Hindenburg. To us this seems to be a dangerous fascesr in the American Army and certainly warrents serious investigation.

Very truly yours,
C. L.
C. L. Dellums, Supervisor
Pacific Coast Zone

cc: Walter White, Executive Secretary
N.A.A.C.P. - 69 5th Ave. N.Y.

A. Philip Randolph, Int. President
B.S.C.P. - 217 West 125 Street, N. Y.

Dellums

December 30, 1942

Mr. C. L. Dellums
6th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear Brother Dellums:

We are planning to engage Miss Pauline Meyers as Assistant National Secretary for the March On Washington Movement, full time, to work to build up the May Conference, and of course, create new branches of the Movement.

Now, the National March On Washington Movement hasn't got a quarter but we must pay Miss Meyers immediately, as she will begin January 2nd and therefore request you to contribute ten dollars ($10) a month toward her salary. I've gotten Totten, Fay and Web to agree to the same thing. I'm going to call upon Bradley, T. D. McNeal and Dellums also. Then we shall be able to proceed with our program on a national scale in the interest of building up the May Conference.

Kindly let me know about this right away. What is your reaction to the Brotherhood contributing twenty-five dollars a month to help make up the pay of this worker?

Fraternally yours,

A. Philip Randolph
International President

APR:ef

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT
217 WEST 125TH STREET
NEW YORK CITY

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET
NEW YORK CITY

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

January 8, 1943

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Chief:

Just a word to advise you that I am in complete accord with your suggestion relative to an increase in pay for our men. As the porters see by the papers that railway workers are seeking a raise they come in and ask if they are included. We could not afford to allow the other Railway Unions to seek a raise without us doing the same. We may be able to get "standby" agreements with many of our carriers.

Fraternally yours,
C L Dellums
C. L. Dellums,
Supervisor Pacific
Coast Zone

CLD:gw

January 22, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.:

Find enclosed copy of letter sent to the management of the Southern Pacific Railroad for a conference for an increase of pay.

Fraternally yours,

A. Philip Randolph
International President

APR:os

January 26, 1943

Mr. C. L. Dellums
4th International Vice-President
1716 Seventh Street
Oakland, California

Dear CL:

Permit me to thank you for your check of ten-dollars ($10) to be applied to the employment of the Executive Secretary for the March On Washington Movement.

With cordial good wishes, I am

Fraternally,

A. Philip Randolph
International President

APR:ef

January 27, 1948

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.:

May I advise that you have each Local Division of your zone secure rosters of the porters, attendants, maids, bus boys, cooks and chair car porters posted as of January 1, 1948, and send me a copy for our records in the International Office.

Fraternally yours,

A. Philip Randolph
International President

APR:os

February 5, 1948

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.:

Find enclosed letters which are self explanatory.

I did not realize that the contract had a term of a year to run.

Fraternally yours,

A. Philip Randolph
International President

APR:es
Encl

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2355 EIGHTEENTH STREET
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIF.
TEL. TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET, NEW YORK

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

February 5, 1943

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City

Dear Chief:

Enclosed you will find check for ten dollars ($10.00), monthly donation for March on Washington Movement.

At the time the Southern Pacific agreement was signed we dated it to comply with the eighteen month proposition in the working rules that were entered into between the unions and the carriers before. We did not enter into any side agreement exempting wages, which I think was understandable at the time. However, by the time this wage question is settled July no doubt wont be far away so we will write them again at that time.

I have written you twice concerning the fifty dollar ($50.00) loan from Brother R. W. Winn, now retired, and apparently you have over looked it. Please have Brother Totten send me this Brothers check right away.

Fraternally yours,
C.L.
C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:gw
ENC.

February 11, 1948

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C.L.:

Pardon my delay in answering your letter of December 6th concerning the return of $50 that was loaned the Brotherhood by Brother R. Vims during the dark days.

I agree with your statement on the matter, and I am herewith enclosing check for $50 made out to Brother Vims.

Fraternally yours,

A. Philip Randolph
International President

APR:es
En/1

Dellums

February 15, 1943

Mr. C. L. Dellums
4th International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C L:

I have instructed Brother Totten to send you the check for Brother Wynn. No doubt you have it by now.

Fraternally yours,

A. Philip Randolph
International President

APR:fw

February 18, 1948

Mr. C. L. Dellums
4th International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

Find enclosed copy of Memorandum of Understanding on Release Time.

I would advise that you send a copy to all the divisions in your zone.

Fraternally yours,

A. Philip Randolph
International President

APR:es
En/1

C. L. Dellums

BROTHERHOOD OF SLEEPING CAR PORTERS
Pacific Coast Headquarters
1716 7th Street
Oakland, California

COPY

March 12, 1943

Mr. Charles Elsey, President
Western Pacific Railroad Company
526 Mission Street
San Francisco, California

Dear Sir:

On the date of July 25, 1942 our organization communicated with you requesting conference to negotiate an agreement covering the Chair Car Porters of your company. The first conference was held August 20, 1942. At that time I presented authorization cards signed by the majority of employees in question. They were checked by your representative and being in order we proceeded to discuss the agreement. From time to time we conferred and finally your Mr. Wyman and I had tenatively agreed upon an agreement that finally came about in January, 1943. Mr. Wyman at that time, told me that he would refer the proposal to the general office with the recommendation of exceptance and that I would hear from him in a few days. Then on the date of February 15, 1943 I received a communication from Mr. Wyman reading as follows; "With reference to our conference regarding the signing of an agreement with the Chair Car Porters on our line. I have been advised by the management that it will be necessary for you to secure certification from the National Labor Relations Board before they will consider signing this agreement." I assume that Mr. Wyman had in mind the National Mediation Board since that is the Board that handles such matters.

I am sure that you are aware of the fact that the Mediation Board has very definitely frowned upon carriers delaying negotiations by forcing representation certifications with only one party attempting to represent a class of employees and they present authorization cards properly signed by the majority of employees in question. In this case there is no contest over representation and if the management had any doubt of our right to represent these men, then the question of representation should have been settled first. I do not think the management is showing good faith, with the negotiation over a period of six months and raise the question of representation. In our first conference we presented our credentials to represent these employees and even though, all of the Chair Car Porters, with the exception of one, have left the service we are still prepared to show authorization cards from the majority of the Chair Car Porters now in your service.

I therefore, wish to hereby request that we make an effort to settle this question of representation now so that we can see if it is possible to sign an agreement without appealing to the Mediation Board.

Yours truly,

C. L. Dellums
International Vice President

CLD:gw

COPY

Dellums.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
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2355 EIGHTEENTH STREET
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIF.
TEL. TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET, NEW YORK

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

440

March 18, 1943

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City

Dear Chief:

A delegation of Portland and Seattle porters were in the office a few minutes ago, complaining that the company has put on a bunch of new inspectors, who are instructing the porters to sit on the camp stool by the clean linen locker at night. This is evidently an outgrowth of the murder in lower thirteen. The Southern Pacific has special agents on all of their trains every night. Now the porters tell me that these air conditioned cars have quite a draft through the aisles and that the worst place in the car is by the clean linen locker. They also stated that to sit there fills them with cold and that they are just not going to do it. Two of the porters told me that one of the inspectors told them, in confidence, that he was in Chicago when this policy was adopted and that several inspectors advised against it and warned the management that the porters would not do it. If this policy was adopted in Chicago we will probably have national trouble over it and the Brotherhood will have to take a stand in the matter, so I thought I might call this matter to your attention now.

By the way, while dictating this letter, some Oakland men came in and presented the enclosed slip and made the same complaint as the men referred to above. They also stated that they will not use the camp stool. They pointed out that there are no end seats to use because the cars are all filled now a days.

Fraternally yours,

C. L.

C. L. Dellums
International Vice-President

CLD:gw
ENC.

Dellums

March 22, 1943

Mr. C. L. Dellums,
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear Sir:

Thanks a lot for your letter of March 18th with notation concerning porters riding the camp stools. We have evidence here that the company is trying to introduce the camp stool again. We will oppose it vigorously.

Of course, this is the result of "Lower 13", but we cannot permit the Pullman Company to ride the men because of this one incident, however horrible it was.

Fraternally yours,

A. Philip Randolph
International President

APR:ee

THE WESTERN PACIFIC RAILROAD COMPANY
Western Pacific Building, 526 Mission Street
San Francisco, California

April 7, 1943

WC-122

Mr. C. L. Dellums
International Vice-President
Brotherhood of Sleeping Car Porters
1716 7th Street
Oakland, California

Dear Sir:

Mr. Elsey has referred to me your letter of March 12, in connection with your efforts to negotiate an agreement covering Chair Car Porters.

You will hear either from Mr. Wheeler or me within the next ten days, setting a date for conference in the hope of negotiating a satisfactory agreement.

Yours truly,

E. W. Mason (Signed)

Vice President and General Manager

COPY

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

April 14, 1943

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City

Dear Chief:

In reply to your recent communication, concerning Regional Conferences, I wish to say that I think it a splendid idea and would be of great value to the men as well as the Organization. These problems that must be gone into at this time are becoming more acute and the sooner these Regional Conferences are held the better. I think you ought to work out your itinerary immediately so that we can prosecute it.

There is one suggestion I would like to offer, that the Local Secretaries be included along with the Presidents. I think there are a few fundamental reasons; in some instances our President and Secretary do not work together closely enough, for instance such as Denver, and this would serve to bring them closer together. Secondly, in many Locals the Secretary is the one who is in constant touch with the men, and therefore really runs the Brotherhood's business and knows more about it than the President. Again the Secretaries are not changed as often as the Presidents and are the ones whom we must depend upon to build the Organization. In most Locals the President really do little more than preside in the meetings.

Fraternally yours,

C. L.

C. L. DELLUMS
INTERNATIONAL VICE-PRESIDENT

CLD:gw

April 19, 1943

Mr. C. L. Dellums
Fourth International Vice-President
1716 Seventh Street
Oakland, California

Dear C. L.:

It was suggested by Webster that we hold a meeting of the International Board to discuss our regional program and the organization of the Pullman Car Cleaners so I will soon set the dates for that so that you can prepare to attend.

I think your observations on the Secretary-Treasurer is correct.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

May 10, 1943

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

Enclosed you will find copy of letter I wrote the Western Pacific Railway Company on the date of March 12, which is self explanatory. Also enclosed you will find copy of letter I received from the Vice President and Manager which is self explanatory. You will note that the Vice President's letter was dated April 7, but I have heard nothing from them as yet. However, I suggest that you invoke the services of the National Mediation Board.

Fraternally yours,

C. L. Dellums

C. L. Dellums
INTERNATIONAL VICE PRESIDENT

CLD:gw
ENC. 2

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

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ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

May 31, 1943

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 East 125th Street
New York City

Dear Chief:

Several weeks ago I sent you a report on the Western Pacific Railroad negotiation; requesting that you invoke the services of the National Mediation Board. As you will recall I explained the matter to the mediator who was working on one of our cases in Chicago, when I was there, and the mediator suggested that you request the services of the Mediation Board on the grounds that you had negotiated several months ago and was unable to agree on a achedule of rules and working conditions. Therefore, I am calling this matter to your attention again so that you can invoke the services of the Board.

By the way, do not forget to write to the Oakland Division, asking for financial assistance for the "March on Washington Congress" to be held in Chicago June 30-July 4, 1943.

Fraternally yours,

C. L.

C. L. Dellums
International Vice-President

CLD:gw

Dellums

June 11, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, Calif.

Dear C. L.:

Permit me to say that I shall file application for the services of the National Mediation Board to intervene in the Western Pacific Railroad case immediately. Now I will need copies of all the correspondence you had with the railroad and the railroad has sent you since I must send these copies in triplicate form.

Will you kindly send them to me at Chicago, 4231 South Michigan Avenue, and I will file the case with the Board. I recall that the Mediator suggested that this action be taken.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

June 11, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, Calif.

Dear Sirs and Brothers:

The March On Washington Movement is holding a "WE ARE AMERICANS, TOO" Conference in Chicago June 30 to July 4th for the purpose of mobilizing forces to fight jim-crow in the armed forces, the government, and defense industries.

May I say that the March On Washington Movement is responsible for Executive Order 8802, The Fair Employment Practice Committee, of which Mr. Milton P. Webster, 1st International Vice-President is a member.

We need money to help put this Conference over. Won't you make a contribution?

Fraternally yours,

A. Philip Randolph
International President

APR:ha

July 7, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

65

Dear C. L.:

Do you have authorization cards for porters on Western Pacific Railroad Company? If so, kindly forward them to the National Mediation Board, Washington, D. C. If not, wire me form of evidence of writer's representation.

Fraternally yours,

A. Philip Randolph
International President

APR:ba

CHECK SERVICE DESIRED OTHERWISE MESSAGE WILL BE SENT AT FULL RATE

DOMESTIC		FOREIGN	
FULL RATE		FULL RATE	
DAY LETTER		CDE RATE	
NIGHT LETTER		URGENT	
SERIAL		DEFERRED	
RESERVATION		NIGHT LETTER	
TOUR-RATE		SHIP RADIO	

Postal Telegraph

CHARGE ACCOUNT NUMBER	
CASH NO.	TOLLS
CHECK	
TIME FILED	(STANDARD TIME)

Send the following message, subject to the Company's rules, regulations and rates set forth in its tariffs and on file with regulatory authorities

Form 2

Dellums

Mr. C. L. Dellums
1716 Seventh Street
Oakland, California

July 19, 1943

Kindly advise if convenient to hold Pacific Coast Zone Conference August 14 to 17. Would like you to plan this arrangement in order that we may work out plans for Canadian trip. Please answer by return wire.

A. Philip Randolph

WESTERN UNION

SA286 14 NL=LOSANGELES CALIF 13

1940 JUL 13 PM 9 23

A PHILLIPS RANDOLPH=
217 WEST 125 ST NYK=

WILL SEND WESTERN PACIFIC AUTHORIZATION CARDS TO MEDIATION BOARD WHEN I RETURN OAKLAND MONDAY=

C L DELLUMS.

Dellums

July 20, 1943

Mr. C. L. Dellums
4th International Vice President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C L:

I received your telegram. I am glad to know you can arrange for the Regional Conference August 14-17 and would suggest the following agenda:

1. Opening of conference by yourself.
2. Introduction of myself to make keynote address.
3. Introduction of Web for address.
4. Introduction of all delegates to conference.
5. Discussion of car cleaners campaign.
6. Analysis of all rules of the Agreement from first to the last by Web and yourself.
7.

You may have the members to attend the conference but no outsiders.

I would advise that you plan a Sunday afternoon meeting of the Brotherhood at one of the local churches with the following speakers: Web, myself and yourself.

Any local entertainment can be planned by yourself for the conference.

I suggest that all meetings of the conference be held from 10:00 to 12:30; lunch from 12:30 to 1:30 or 2:00; afternoon session from 2:00 until 5:30. No night sessions.

Fraternally yours,

A. Philip Randolph
International President

APR:fw

Dellums

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2611-13 MICHIGAN AVENUE
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIFORNIA
TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

July 21, 1943

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Chief:

I have informed our district presidents and secretary-treasurers of the plan to hold the zone conference August 14 to 17th. I am sorry though, that we are having to speed it up like this, largely because it appears as if you won't spend much time out here. I had hoped that you would make this the last conference so that you could spend more time on the Coast. You ought to have two weeks or ten days in Los Angeles so that some work could be done on the March on Washington Movement. Then a few days in Oakland wouldn't do any harm either. Of course, if Web is going to make this trip with you, this will tend to speed it up. Because I do not think he could stay away so long. If he is going to serve on FEPC then he should not come at all. It is more important for him to be present at the FEPC meeting but I dont suppose that there is anything that can be done about it now.

Please map out your complete itinerary for the Pacific Coast Zone right away so that I will know how and what to plan. As you know, the conference will be held in Los Angeles since the hotel accommodation will be impossible in Oakland. Hoping to get your itinerary by return mail, I remain,

Fraternally yours,

"C. L."

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:gw

July 30, 1945

Mr. C. L. Dellums
Fourth International Vice-President
1716 Seventh Street
Oakland, California

Dear C. L.:

Would advise that you plan to have the Los Angeles local have a dinner or some kind of recreation for the delegates at the regional conference. Each delegate can pay for his own dinner, or you can have the auxiliary to arrange something whereby punch or something like that is served for the entertainment of the delegates.

Would suggest also that you plan to have a meeting Saturday night in one of the local churches for Brotherhood porters and their families only. I would plan to hold the conference sessions in the local Brotherhood headquarters morning and afternoon, and that there would be no night sessions. The main questions we will deal with will be interpretations of the rules of the agreement.

Fraternally yours,

A. Philip Randolph
International President

APR:BB

August 5, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L:

Find enclosed copies of programs that were used in the New York, Chicago and Detroit Zone Conferences that may be helpful.

Find enclosed also copy of letters from the Board concerning docketing of the case involving Chair Car Porters of the Western Pacific Railroad Company.

I had planned to make an annual trip out to the coast sometime next February and I still will keep this plan so that I will let you know in time when that will be. You and I will spend our usual time in Los Angeles and Oakland and then I will visit other points on the coast.

In as much as the Chicago and Detroit-Pittsburgh Zones combined for a conference in Chicago owing to the fact that Chicago had just a few districts, we are a month ahead of our schedule. Therefore, we thought it well to come to the coast since it was too hot to go into the St. Louis southwest zone for a conference this month.

Will be looking forward to seeing you.

Fraternally yours,

A. Philip Randolph
International President

APR:[illegible]
Enc. [illegible]

RECEIVED BY PRIVATE
WIRE FROM
POSTAL TELEGRAPH

STANDARD TIME INDICATED
IN THIS MESSAGE

Postal Telegraph

THIS IS A FULL RATE TELEGRAM, CABLEGRAM OR RADIOGRAM UNLESS OTHERWISE INDICATED BY SYMBOL IN THE PREAMBLE OR IN THE ADDRESS OF THE MESSAGE. SYMBOLS DESIGNATING SERVICE SELECTED ARE OUTLINED IN THE COMPANY'S TARIFFS ON HAND AT EACH OFFICE AND ON FILE WITH [illegible] AUTHORITIES.

Form 16 F N.FB453 F.OAA278 (NINE) 64 NL 0A OAKLAND CALIF 6=

A PHILLIP RANDOLPH =
217 EAST 125TH ST (NEWYORKCITY NY)=

FOR VICTORY
BUY
UNITED STATES WAR SAVINGS BONDS STAMPS

Dellums

AUG 7 1943 9 23 AM

THREE NEWSPAPERS ON STAND NOW ADVERTISING LOSANGELES LAST MEETING AUGUST 15TH ALSO STORIES ABOUT THE REGIONAL CONFERENCE OTHERWISE WOULD POSTPONE CONFERENCE LAST YEARS (CONVENTION BROKE OUR LOCALS MOVING CONFERENCE AHEAD OF SCHEDULE PREVENTED LOCALS FROM EVEN KNOWING CONFERENCE WAS BEING HELD LET ALONE THE RAISING OF FUNDS. INTERNATIONAL WILL HACE TO ADVANCE THE FUNDS REQUIRED AND WE WILL HAVE LOCALS

RECEIVED BY PRIVATE
WIRE FROM
POSTAL TELEGRAPH

STANDARD TIME INDICATED
IN THIS MESSAGE

Postal Telegraph

THIS IS A FULL RATE TELEGRAM, CABLEGRAM OR RADIOGRAM UNLESS OTHERWISE INDICATED BY SYMBOL IN THE PREAMBLE OR IN THE ADDRESS OF THE MESSAGE. SYMBOLS DESIGNATING SERVICE SELECTED ARE OUTLINED IN THE COMPANY'S TARIFFS ON HAND AT EACH OFFICE AND ON FILE WITH REGULATORY AUTHORITIES.

FOR VICTORY
BONDS

Form 16 PW

REPAY WHAT WE CAN=

C L DELLUMS BROTHERHOOD OF SLEEPING CAR PORTERS==

C.L.

C O P Y

August 27, 1945

Mr. M. P. Webster
International Vice-President
Brotherhood of Sleeping Car Porters
4231 South Michigan Avenue
Chicago, Illinois

Dear Web:

A few minutes ago I had a long distance call from some Negro there in Chicago who said that his name was Osborn. He said that we met in 1929 when I was there to the convention. It immediately registered with me, "wonder where he had been since 1929," since I had been to Chicago many times since then. He wanted to know what all the trouble was about out here. I thought he meant racial trouble, so I told him that I didn't know of any particular trouble out here. He said that he had learned, from reliable sources that Randolph was out here on account of a lot of trouble and that I was just about through with this 'outfit' and ready to pull out, taking the Pacific Coast with me. I asked him what he called reliable sources and he said someone who had always told him the truth. So I told Osborn that his reliable source had told him a damned lie this time. I then asked him if he was a porter and he said that he had been with the Milwaukee but was fired yesterday. I then asked him if he was a member of the Brotherhood and he said that he used to be but they would not let him back in. I asked him if he had seen you and he said that he was there yesterday but you would not see him. He went on to say that he was going to New York to see Totten and then while east he was going to see Phill Murray and he thought that I might be ready to go with him to the CIO. He wanted to give me his number so I could write him and I told him that I did not have anything to write him about so he said that I might change my mind, and I told him there was no danger in that and hung up. Now, I haven't the slightest idea who this monkey could be but I thought I would pass this on to you for whatever its worth.

I hope you enjoyed your trip to the coast. I think the Brothers and Sisters enjoyed your visit with us and naturally I was glad to have you pay a brief visit to my zone. I think the delegates enjoyed themselves and got a great deal out of the conference and returned to their respective districts determined to bring their district as near one-hundred per cent as possible.

Fraternally yours,
C. L.
C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:gw
cc. APR

Dellums

August 31, 1943

Mr. C. L. Dellums
Fourth International Vice-President
1716 Seventh Street
Oakland, California

Dear C. L.:

Congratulations upon the conference on the Pacific coast. It was fine and constructive.

Kindly send me the names of the delegates according to their position on the photograph of the regional conference, so that I may the picture in the Black Worker.

Fraternally yours,

A. Philip Randolph
International President

APR:HB

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
4231 SOUTH MICHIGAN AVENUE
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
2355 EIGHTEENTH STREET
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
AN INTERNATIONAL UNION
AFFILIATED WITH A. F. OF L.
PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND, CALIF.
TEL. TWIN OAKS 0894

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER
217 WEST 125TH STREET, NEW YORK

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT

September 2, 1943

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City

Dear Chief:

Just a few words to say that we certainly enjoyed your trip to Los Angeles with us and I am sure that the Brothers and Sisters in Los Angeles also enjoyed your visit. From what I hear, it looks as if the MOWM is going to get going in Los Angeles this time. I hope you make your plans with the view of returning to the Coast early next year. I think a meeting in Los Angeles, sponsored by the Movement, would definitely establish it there.

I have heard from most of the Brothers who attended the conference and they all feel that they benefited greatly from it. However, I think it would be logical for me to cover the Zone as soon as possible so that we can see definitely that the drive is under way. My annual tour of the Zone is due next month anyway. Then on the other hand, I think it is absolutely necessary that I go to Seattle in order to get out division operating there. I cannot hear from Squires and I have not seen nor heard from Brother Lewis since the conference. I think that I will have to go there and get a secretary and instruct him on how to make out reports. Then Squires has around two-hundred dollars ($200) of our money that we may have trouble getting so I think the sooner I can get up there the better.

I also have a bad situation in Tucson. We have a fine little division there but the secretary is 'going south' with some of the collections. I plan to remove him and appoint Brother Woods, who attended the conference, in his place. So if you approve I will cover the Northern end of the Zone, taking care of the Seattle situation, as soon as the arrangements can be made and then when I make my next regular trip to Los Angeles I will go down to Tucson and straighten out that situation. I would like your approval at your earliest convenience because it takes three or four weeks to make reservations now days.

Fraternally yours,

C L

CLD:gw

C. L. Dellums, Supervisor
Pacific Eoast Zone

Dellums

September 8, 1943

Mr. C. L. Dellums, Supervisor
Pacific Coast Zone
1716 Seventh Street
Oakland, California

Dear C. L.:

I am glad to know that the Brothers and Sisters were pleased with the Conference and my visit to Los Angeles.

I am also glad to hear that MOWM is getting off to a good start in Los Angeles at this time. I hope you will get a few people together in Oakland and set up a unit there. I'll have Pauline to send you all the paraphernalia. I think it is a good plan for you to cover your zone. You need to get Seattle straightened out and collect all the money due us from Squires.

It will be well for you to get Tucson under control also. I think Mr. Woods would make a good man for the job of secretary-treasurer. Let me know when you plan to begin and how much funds will be required and I will have Totten send the check.

It was awfully fine to see you again.

I shall plan to make my usual trip to the coast some time during the early part of the New Year. I will let you know about two months in advance.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

C O P Y

September 21, 1945

Mr. Ashley L. Totten
International Secretary-Treasurer
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City

Dear Brother Totten:

We had Brother H. L. Armstrong and Oscar Soares, Los Angeles, to take some time off last month in order to prepare for the Pacific Coast Zone Conference and to put over a public Mass Meeting for the Chief. Before the Chief left Los Angeles we discussed this matter and decided to allow them fifty dollars ($50) each for their time off and work in putting over the program. The Chief said that he would notify you so that you could send the checks for same.

I have just received a letter from them saying that they had not received the checks. It is important that this money be rushed to these Brothers, particularly Brother Soares who is ill. Brother Soares has been suffering for some time with diabetes and now must go to the hospital for an operation for gall bladder and stones. He informed me that he could not go to the hospital without this fifty dollars ($50) and that he would go as soon as he received it. Please see that he gets it immediately.

With best personal regards, I remain,

Fraternally yours,

C. L.

C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:gw
cc. A. Philip Randolph
International President

Dellums

September 25, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

I was glad to receive the names of the persons on the picture, since we are to carry it in the *Black Worker.*

Fraternally yours,

A. Philip Randolph
International President

APR:RB

Dellums

September 27, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L:

I have advised Brother Totten to send $50 to Brother Armstrong and Soares immediately.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

Dellums

November 24, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

I shall advise Totten to give your Secretary the consideration you suggest.

I shall write the Southern Pacific requesting the Conference so that you may secure the raise for the Chair Car Porters.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

AP:CE
23076

Dellums

November 30, 1945

Mr. C. L. Dellums
6th International Vice-President
1716 Seventh Street
Oakland, California

Dear C. L:

Find enclosed letter that is self-explanatory.

I thought I would write it in this manner requesting a conference so that you could contend for the same wage increase and back pay. If you just call for a conference to discuss wage increase, they might contend they are not entitled to any other back pay.

Understand that the meetings for Web and yourself were good.

Fraternally yours,

A. Philip Randolph
International President

APR:bm
Enc.

AF:OE
23076

Nov. 17, 1943

Dear Chief:-

We just arrived in Los Angeles an ho
or so ago. Just a word about some important mat
More than a year ago we asked that my Sec'y. b
given a raise to $100.00 per mo. Apparently you
overlooked it at the time and then the "freeze" cam
along, so I said nothing more. Now we just cant
keep a girl for $75.00 per mo. I think we should
give her the raise with 2 months back pay.

Then I want to call your attention to
the Southern Pacific. You might write
them for a conference so that we can
get the Chair Car Porters in on the raise

Will write again as soon as
I can from Oakland. We leave here Su
Web will remain there for three
days.

C. L.

CLASS OF SERVICE DESIRED			
DOMESTIC		CABLE	
TELEGRAM	X	ORDINARY	
DAY LETTER		URGENT RATE	
SERIAL		DEFERRED	
NIGHT LETTER		NIGHT LETTER	

Patrons should check class of service desired; otherwise the message will be transmitted as a telegram or ordinary cablegram.

Dellums

WESTERN UNION

A. N. WILLIAMS, PRESIDENT — NEWCOMB CARLTON, CHAIRMAN OF THE BOARD — J. C. WILLEVER, FIRST VICE-PRESIDENT

CHECK

ACCOUNTING INFORMATION

TIME FILED

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

Dec. 7, 1943 19

To Mr. C. L. Dellums, 4th International Vice President

Care of or Apt. No. Brotherhood of Sleeping Car Porters

Street and No. 1716 Seventh Street

Place Oakland, California

WANT A REPLY?
"Answer by WESTERN UNION" or similar phrases may be included without charge.

MEDIATOR BARR WILL BE AT OLYMPIC HOTEL SAN FRANCISCO ON THURSDAY DECEMBER 9th TO TAKE UP DISPUTE INVOLVING CHAIR CAR PORTERS OF THE WESTERN PACIFIC RR CASE R-2156. KINDLY GET IN TOUCH WITH HIM IMMEDIATELY

A. Philip Randolph

Sender's Name

Address Tel. No.

C L Dellums

December 18, 1943

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L:

Find enclosed letter which is self-explanatory.

Success in your efforts.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

AF:CH
23076

Dellums

December 18, 1948

Mr. C. L. Dellums
4th International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

Find enclosed letter which is self-explanatory.

Fraternally yours,

A. Philip Randolph
International President

APR:hm

AP:CH
22078

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

DUPLICATE OF TELEPHONED TELEGRAM

TA173 10=OAKLAND CALIF 27 1252P

943 DEC 27 PM 4 30

MV

A PHILLIP RANDOLPH=
217 WEST 125 ST NYK=

YOUR ORDERS CONCERNING STRIKE SITUATION APPROVED AND BEING CARRIED OUT=

C L DELLUMS.

No. 320 5078
To HAC
Mailed

Mem 2 5078

THIS COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

C.L. Dellums

December 27, 1943

Mr. C. L. Dellums
Fourth International Vice-President
Brotherhood of Sleeping Car Porters
1716 Seventh Street
Oakland, California

Dear C. L.:

Find enclosed letter which is self-explanatory relating to certification of the Brotherhood of Sleeping Car Porters as the representative of the chair car porters on the Western Pacific Railroad. Congratulations upon the victory.

Fraternally yours,

A. Philip Randolph
International President

APR:BB

AF:CB
23076

09437

Dellums

1 New porters joining Brotherhood regardless of six months in service

2 Benefits new porters receive from membership in Brotherhood when in trouble

3 Need of Local Officials to preach against drinking, molesting women, fighting, discourtesy and indubordination to new porters in particular and old ones in general

4 Handling Grievances and Claims --

- A Burden of proof on the Company
- B Consult Local Officials before making statements
- C Statements should be short
- D Porters should not admit guilt and should not volenteer evidence
- E Postpone hearing for investigation since the Company only files charges after they have investigated
- F Evidence and manner of handling cases in first trial determines out-come
- G Claims should only be filed when they come under some rule of the agreement and approved by Zone Supervisor
- H All cases not likely to go to Railroad Adjustment Board
- I Porter is not always right and the Company always wrong
- J Brotherhood has moral and contractual obligations to maintain high standard of service - Labor - Management - Cooperation
- K Condemn and oppose all attacks upon Officials, local and national
- L Relation of porter who becomes porter inspector - membership lapses - tell why
- M P. P. B. A. auxiliary and P. P. B. A. itself
- N Attitude of Brotherhood toward Townsand - C. I. O. - A. F. L.

5 Post-War and Porters

- A Reduction in wages
- B Emasculation of rules
- C Reduction in hours

5 Post-War and Porters - Cont.

- D Competition for porter's jobs with flooded-market when Army and defense workers are demobilized
- E Competition of Airplains for traveling public
- F Attack of a reactionary Congress and Big Business on the Trade Union Movement and its gains
- G Brotherhood joining Central and State bodies of A. F. L.

C. L. Dellums
8/14/45
CLD:gw

C L Dellums

5/9/43

COPY OF
WESTERN UNION TELEGRAM

Mr. C. L. Dellums
1716 Seventh Street
Oakland, California

TOTTEN REFERRED LETTER REQUESTING EXPENSES FOR DELEGATES TO PACIFIC COAST REGIONAL CONFERENCE INTERNATIONAL OFFICE HAS MADE NO PROVISIONS FOR DELEGATES TO REGIONAL CONFERENCES LOCALS HAVE PAID EXPENSES OF DELEGATES FOR REGIONAL CONFERENCES IN THE EAST AND WEST WOULD BE UNWISE TO MAKE EXCEPTION FOR PACIFIC COAST KINDLY ADVISE LOCALS THAT THEY ARE EXPECTED TO PAY EXPENSES OF DELEGATES TOTTEN WILL FORWARD YOUR EXPENSES IF LOCAL IS UNABLE TO PAY THE EXPENSES OF DELEGATE THEN THE INTERNATIONAL OFFICE CAN UNDERWRITE THE DEFICIT BUT LOCALS MUST BE MADE TO KNOW THAT IT IS THEIR JOB AND RESPONSIBILITY FINANCIALLY TO SEND DELEGATES TO CONFERENCE KINDLY WIRE ME YOUR UNDERSTANDING OF THE MATTER THINK IT WISE THAT YOU ADVISE LOCALS TO REDUCE DELEGATES TO ONE

A. Philip Randolph

Dellums

[1943]

CLASS OF SERVICE DESIRED			
DOMESTIC		CABLE	
TELEGRAM		ORDINARY	
DAY LETTER		URGENT RATE	▲
SERIAL		DEFERRED	
OVERNIGHT TELEGRAM		NIGHT LETTER	
SPECIAL SERVICE		SHIP RADIOGRAM	

Patrons should check class of service desired; otherwise the message will be transmitted as a telegram or ordinary cablegram.

COPY OF
WESTERN UNION TELEGRAM

Mr. C. L. Dellums
1716 Seventh Street
Oakland, California

RECEIVED TELEGRAM WILL HAVE TOTTEN SEND FUNDS REQUIRED FOR DELEGATES TO ATTEND CONFERENCE KINDLY ARRANGE RESERVATIONS FOR WEB AND MYSELF AT CLARK HOTEL.

A PHILIP RANDOLPH

E19437

STANDARD TIME INDICATED

RECEIVED AT
5255 DORCHESTER AVE.
TEL. MIDWAY 0687

FB419

Postal Telegraph

THIS IS A FULL RATE TELEGRAM, CABLEGRAM OR RADIOGRAM UNLESS OTHERWISE INDICATED BY SYMBOL IN THE PREAMBLE OR IN THE ADDRESS OF THE MESSAGE. SYMBOLS DESIGNATING SERVICE SELECTED ARE OUTLINED IN THE COMPANY'S TARIFFS ON HAND AT EACH OFFICE AND ON FILE WITH REGULATORY AUTHORITIES.

Form 16

FOR VICTORY BUY UNITED STATES WAR SAVINGS BONDS STAMPS

OAA156 (FOUR) 15=TDOA OAKLAND CALIF 15 2[illegible]P

A PHILIP RANDOLPH =
4231 SOUTH MICHIGAN AVE (CHICAGO ILL)=

Dellums

ZONE CONFERENCE CAN BE ARRANGED FOR AUGUST 14-17 ALL RIGHT SEND PLANS AIR MAIL SPECIAL=

C L DELLUMS=

14-17=